PERFORMANCE MANAGEMENT UPDATE
Performance Management Workgroup

Charge:
1. Review existing UWSA policies and guidelines
2. Current state assessment
3. Recommendations for desired future state
Workgroup Recommendations

1. Operationalize performance management philosophy
2. Reduced rating scale from 5 to 3
3. Strengthen employee and management competency
4. Goal alignment: individual, unit, departmental and organization
5. Go paperless with one rating instrument
6. Develop UWSA core values
7. Consider calendar year review period
Up Next

1. Move from paper process to e-Performance (e-PM) with one instrument for all
2. Review period moves to calendar year
3. Implement new rating scale
4. Employee & manager training
How will we transition?

Current Period: July 2018 – June 2019

Bridge Period: July 2019 – December 2019

New Period: January 2020 – December 2020

- Transition between the old & the new
- Introduce changes gradually
- Allow time for communication & training to maximize success
Timeline for Rollout of Changes

**Bridge period**: pass/fail review in e-PM; New rating scale & instrument; set goals for 2020

- **Annual review (paper) due by June 30th; Introduce e-PM**: new goals entered.
- **Begin calendar year review period**
- **Midcycle review in e-PM**
- **Annual review in e-PM**

**Communications & Training**

- May 2019
- June 2019
- Nov 2019
- Dec 2019 – Jan 2020
- May 2020
- June 2020
- Nov 2020
- Dec 2020 – Jan 2021
Questions?