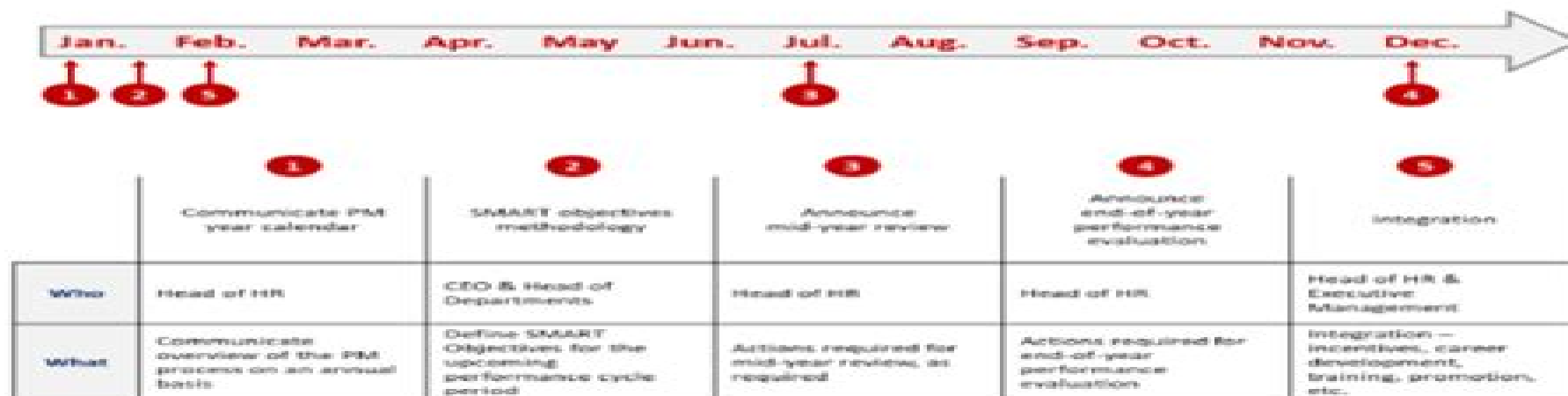


4.0 Performance Governance:

The below outlines the governance activities undertaken during the performance cycle period. This will ensure the integrity of the process and the adherence by all stakeholders to COMPANY performance standards and methodology.

Employee's Performance Cycle Period – Annual Basis



Roles & Responsibilities:

Below is an outline of the roles and responsibilities within the performance management cycle. Department heads and employees play key roles in the ongoing success with managing performance at COMPANY, supported by the Human Resources Department and the CEO as the role model for the process with direct reports.

CEO	<ul style="list-style-type: none">Drive the performance management process, including objective cascading and year-long communication about the progress against COMPANY business strategiesAct as a Role Model for the process with direct reportsEstablish the standards for performance criteria and assessment with direct reports
Department Head	<ul style="list-style-type: none">Provides ongoing feedback to employees throughout the yearWorks with the employee to set, monitor and review SMART objectives and prepare development plansHelps align what the employee doesIs accountable for making meetings happen and communicating rationale that supports performance evaluation related decisions
Employee	<ul style="list-style-type: none">Works with department head to set, monitor and review SMART objectives and prepares development plans
HR Department	<ul style="list-style-type: none">Assists the organization with the implementation and administration of the performance management systemDrives deadlines for timely planning, mid-year and year-end review meetingsMaintains records regarding the performance managementProvides support and assistance to every stakeholder involved

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Armstrong's Handbook of Performance Management Michael Armstrong, 2017-12-03 Armstrong's Handbook of Performance Management addresses all areas of performance management from performance pay and giving feedback to managing underperformers and having difficult conversations so organizations can optimize staff performance. This fully updated and restructured 6th edition analyzes traditional as well as the latest developments in performance management including the shift from ratings and annual reviews. Veteran HR expert Michael Armstrong examines where these new approaches should be embraced and where traditional methods of performance management may be preferable. Packed with examples, exercises, checklists, and new case studies from organizations such as Microsoft, IBM, and Expedia, this book remains the most authoritative and engaging textbook on performance management. Supporting online resources for Armstrong's Handbook of Performance Management include an instructor's manual, a student's manual, lecture slides, a glossary of terms, and a literature review.

Armstrong's Handbook of Performance Management Michael Armstrong, 2022-01-03 Optimizing staff performance is a key component of achieving outstanding business results. The new edition of Armstrong's Handbook of Performance Management is an essential companion for improving employee and organizational performance. From performance pay and giving feedback to managing underperformers, this handbook addresses all areas of performance management to enable students and practitioners to understand how to assess, measure, and improve performance. This updated seventh edition contains new chapters on the meaning and development of performance management and managing performance with a remote workforce. It also covers performance leadership and multi-source feedback. Packed with examples to show how the theory applies in practice and exercises to consolidate student learning, Armstrong's Handbook of Performance Management remains an indispensable and engaging resource for securing effective performance across all aspects of the organization. Supporting online resources include an instructor's manual, lecture slides, a glossary, and a literature review.

Federal Trade Commission Administrative Manual United States. Federal Trade Commission, 1998

Armstrong on Reinventing Performance Management Michael Armstrong, 2017-01-03 Armstrong on Reinventing Performance Management presents a holistic approach to performance management drawing on Michael Armstrong's vast research and experience. Most organizations have performance management processes in one form or another, but these are often based on formal annual reviews, forced rankings, and directly linked to pay decisions. These traditional approaches are often at the expense of ongoing, continuous feedback and focus on looking back at what has or has not been achieved rather than looking forward. Direct links to pay decisions avert attention from people development, and managers often get lost in the bureaucracy of complex forms rather than fully engaging with their people. Armstrong on Reinventing Performance Management details how to build a culture of ongoing feedback and coaching and provides case studies of how this approach to building performance has been effective in organizations including Deloitte, Gap, Expedia, and Google. Filled with practical

advice including how to deal with underperformers it enables organizations to remove overly bureaucratic and ineffective systems based on top down judgments and ratings and demonstrates how to get line managers support for the process focusing on actionable feedback and growth Performance Management and Appraisal G. Edward Evans,2004 CD ROM contains performance appraisal forms in Word and Adobe Acrobat format *The Manager's Pocket Guide to Performance Management* Sharon G. Fisher,1997 Every company wants and needs productive skilled employees Investing in a work force that can help your business keep pace with the competition may be the most important strategic decision you make The Manager s Pocket Guide to Performance Management clearly spells out the specific steps a manager can take to ensure improved performance organization wide It presents a systems approach to performance enhancement and includes tools for determining current performance levels and establishing desired performance levels This handy reference will show managers how to Analyze the performance of individual employees Pinpoint the gaps in performance and determine what s causing those gaps Develop practical strategies for maximizing performance Get the most from your training dollars and ensure that training is successful Give recognition of an employee s achievements Evaluate whether or not employees are using what they ve learned Contents Identifying Employee Development Needs A Systems Approach to Performance Enhancement Fostering a Learning Organization Analyzing Employee Performance Identifying Causes of Performance Gaps Selecting Non Training and Training Strategies Managing Training Resources Promoting Training Transfer Evaluating Training Outcomes *The Operator's Manual for the New Administration* Mark A. Abramson,2008-06-27 The Operator s Manual for the New Administration explains how government works and how to make it work to advance policy goals and objectives Bringing decades of experience in government administration the authors have identified eight key tools leadership performance people money contracting technology innovation and collaboration that executives must utilize in order to be successful Performance Management 2/E Robert Bacal,2012-01-13 Proven strategies for maximizing employee commitment and performance As a manager you know that employee performance is your most important asset but are you making smart well thought out efforts to leverage it to its fullest Manager s Guide to Performance Management helps you get the most out of your people by focusing on performance planning instead of appraising creating a dialog instead of issuing directives and solving problems instead of pointing blame Learn how to Work with employees to create goals that are beneficial to everyone Observe gather data on and document performance Conduct performance reviews in a cooperative collaborative way Address thorny situations proactively and professionally Leverage the powerful but often misunderstood process of progressive discipline Briefcase Books written specifically for today s busy manager feature eye catching icons checklists and sidebars to guide managers step by step through everyday workplace situations Look for these innovative design features to help you navigate through each page Clear definitions of key terms and concepts Tactics and strategies for managing performance Tips for executing the tactics in the book Practical advice for minimizing the possibility of error

Warning signs for when things are about to go wrong Examples of successful performance management Specific planning procedures tactics and hands on techniques *The Performance Management System Manual* Western Australia.

Department for Community Services,1990 NASA Specifications and Standards United States. National Aeronautics and Space Administration. Scientific and Technical Information Division,1967 **Staff Manual Guide Transmittal No. ...**

United States. Food and Drug Administration,1992-11 **The Performance Management Handbook** Mike Walters,1995

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