7 Simple Performance Management Tips

When talking about performance management, it will sound naive if it is associated with simple or simple terms. Not that it can not, it's just far more important than thinking to simplify performance management, is to practice theory, not just to say or pray. A strategy will only work when we involve hard work, well-designed programs, skilled and responsible leaders to develop their talents and performance.

To make the performance management system more simple, the first thing to do is focus on the underlying foundations. What is the foundation? Among them are hard work, allignment, knowledge design, careful implementation, continuous measurement and improvement. The existence of the foundation is intended to ensure that the planned program runs in accordance with the desired results.

After the foundation is well embedded, then here are 7 tips that can be implemented to make performance management more simple,

1. Determine the Final Destination

We need to ensure the goal of our performance is clear and intensive. Will we just fill the whole year with the program, or more, improve performance? Only by setting clear goals can the results be measured.

2. Improve Communication

Performance Management is a communication process, communicating performance expectations, values, behaviors and rewards. There is one thing that is very important to remember, the first is to prioritize the important things and clearly communicate our expectations of their performance.

3. Start with small things, and then grow

Building a strong foundation does take a long time, but without it all, all the programs we plan to collapse. So, there is no harm in starting from small things, such as giving guidance or teaching employees, evaluating the results and slowly building over time.

4. Developing Skill from Team Members

Performance management is a two-way process, so employees must be actively involved and as our leader must empower them. If that does not happen, then the performance management process will not be effective. Look at what the expectations of active employees are and teach them how to reach them. They will see us as a responsible leader.

5. Improve leadership skills

After all, a performance manager must have the skills to provide guidance and teach his subordinates when they need help. From experience, a leader will learn, both on how to manage talent and technical matters concerning the program launched by the company.

6. Involve level leaders on it

In a company, there are several level managers closest to the staff are line manager or supervisor. This supervisor must ensure that the top level manager also knows what his staff is doing. Thus, the mistakes made can be improved together and the staff has quality standards as required.

7. Measuring the Program

If we have set clear goals for the programs we want to achieve, it will be easier for us to measure them. The ultimate goal is not solely to get the data, but to see if our talent performance is growing or not.

A good leader will continue to obeyervasi, seek insight from colleagues and consumers, and engage in programs that the company declared. There is rarely a successful leadership by creating programs that do not require leadership involvement.

Source : https://tinyurl.com/yc5eqrye