

Getting Started with Performance Management

Aligning Goals to Grow Your Company

From the BirdDogHR™ Employee Engagement Success Series

When employees are fully engaged with the company and where it is going, they are more likely to stay and their performance will continue to improve.

As is often the case, employees and employers can have different views of company initiatives like performance management. While companies see it as a great opportunity, it's possible that your employees may see it as a negative. When not met with a good attitude, engagement can be extremely low.

Performance Management Cycle



Improve Workforce
Productivity



Align Goals
with Strategy



Centralize and
Standardize

EMPLOYER PERCEPTION

- Alignment for Mutual Success
- Time and Cost Saver
- Increased Performance

EMPLOYEE PERCEPTION

- Micromanagement
- More Work, Same Pay
- Questioning My Commitment?

Getting on the Same Page

According to The Hay Group, organizations realize **two-and-a-half times more revenues** with engaged employees than their competitors with low engagement levels. Through performance management, you can allow employees to have a significant role in their own career development within the organization. By aligning that development with mutually agreed upon goals and competencies, you not only actively engage employees, but you ensure they are working toward corporate initiatives as well. Giving employees true accountability means your organization can be confident in its ability to compete in an ever-changing marketplace.

According to a Leadership IQ survey, 87 percent of employees say that working with a low performer has made them want to change jobs and **93 percent say low performers decrease their productivity.**

When focusing on results rather than behaviors and activities, employees will become engaged and ready to improve their performance at the same time. By improving their performance, they improve the performance of everyone around them and help decrease turnover.



More Performance Management Benefits

Here are some of the key benefits and opportunities a performance management solution will provide you with:

Improve Workforce Productivity

Performance management will encourage year-round behaviors in your employees that will benefit the organization with increased productivity and quality of work. This will result in a better environment for all employees, resulting in higher engagement and lower turnover.

Align Goals with Strategy

With a performance management solution, you empower employees to create their own goals. At the same time, you are ensuring those goals are aligning with shared company goals that result in shared success. When you define, discuss, deliver, manage and measure accomplishments, you take the guesswork out of expectations for employees. It's also important to ensure your employees are being treated equitably across the board. Having centralized and standardized procedures in place will make sure this is consistent.

Individual Review Forms and Competencies

Your performance management solution will allow you to create unlimited forms, configured from 11 types and layouts. You can also associate those forms to custom competencies that you create. Those competencies can be assigned weights and performance levels for use in succession planning.

360 Feedback

You will have the ability to assign unlimited relationships in the performance management solution inclusive of supervisor, peer, direct report customer and self, utilizing multiple form types. You will also be able to configure reports to display ratings by individual, group or both.



Sharing Success

Working together with your employees doesn't have to be a difficult journey for your company this year. BirdDogHR™ is here to help you get on the same page with your employees and start building toward success. Using our performance management solution is a great way to get started and will provide you and your employees with benefits and opportunities for years to come.

Whether you've never created a performance management program before and need best practices or you're a talent management professional who wants to innovate and align goals to improve company performance, BirdDogHR can help. We're ready to partner with you for talent management solutions specifically designed to engage your employees for company success. For additional information, send an email to: sales@birddoghr.com



BirdDogHR™ offers comprehensive talent management software and managed services — everything you need to guide the entire employee lifecycle. The cloud-based talent management system is straightforward and easy to use, so you can safely focus on implementing strategy — not learning new software or worrying it won't keep up with changing regulations. Managed services operate as an extension of your HR department and deliver the expertise and focus you need. Organizations can see ROI in effective growth management, bottom line results and compliance peace of mind. BirdDogHR specializes in high-consequence and government contracting industries because they have unique needs. Companies from other industries can use the BirdDogHR talent management solution — and they do — but the solution is built with the most rigorous compliance needs in mind. Visit us online at www.birddoghr.com