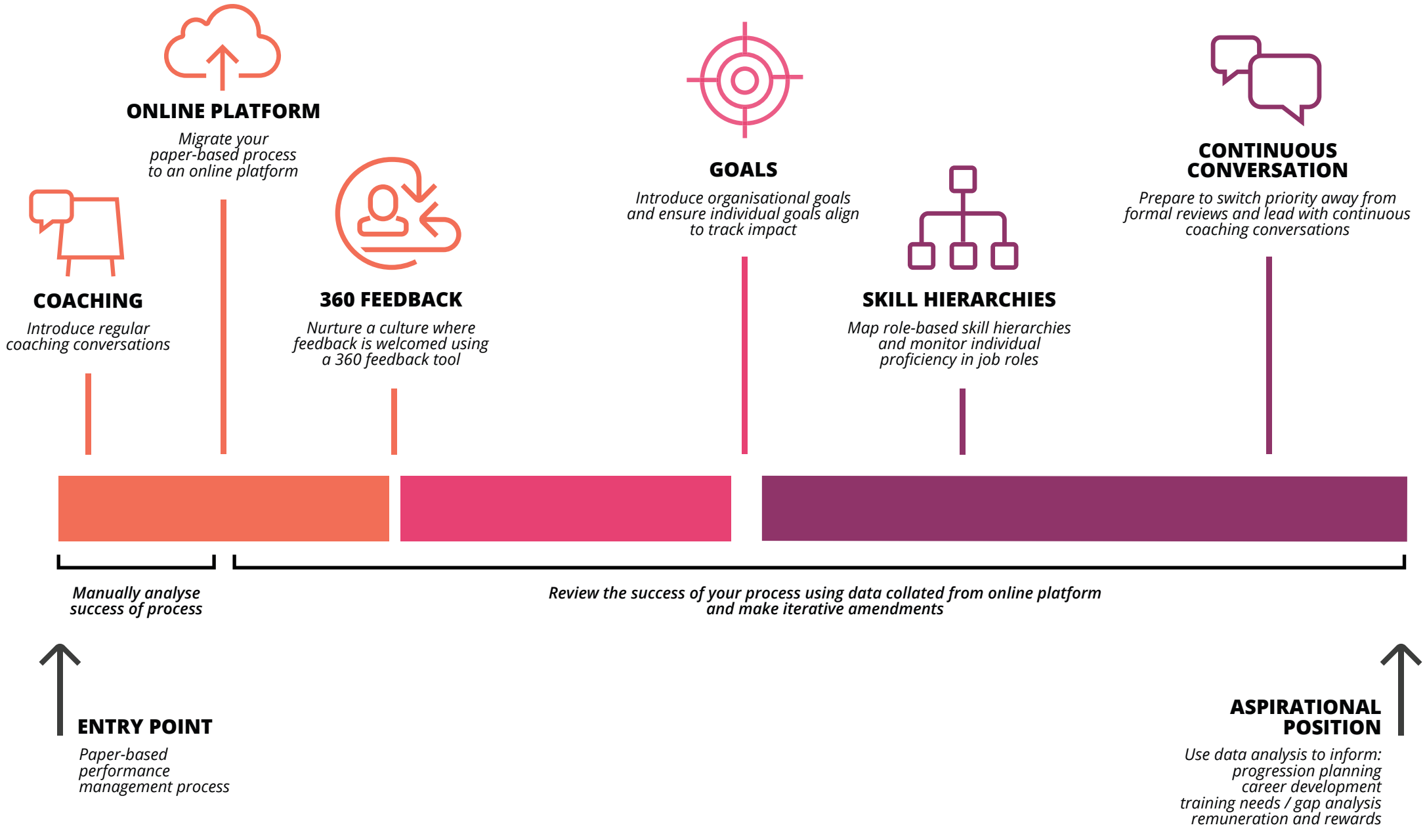
ONLINE PLATFORM
Migrate your paper-based process to an online platform
COACHING
Introduce regular coaching conversations
360 FEEDBACK
Nurture a culture where feedback is welcomed using a 360 feedback tool
GOALS
Introduce organisational goals and ensure individual goals align to track impact
SKILL HIERARCHIES
Map role-based skill hierarchies and monitor individual proficiency in job roles
CONTINUOUS CONVERSATION
Prepare to switch priority away from formal reviews and lead with continuous coaching conversations
Manually analyse success of process
Review the success of your process using data collated from online platform and make iterative amendments
ENTRY POINT
Paper-based performance management process
ASPIRATIONAL POSITION
Use data analysis to inform:
progression planning
career development
training needs / gap analysis
remuneration and rewards