

Performance Management for Excluded Employees

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The Basics

Performance management is the process by which a manager and employee come together to plan, monitor, review, and reward the employee's work.

The Basics

Good Performance Management



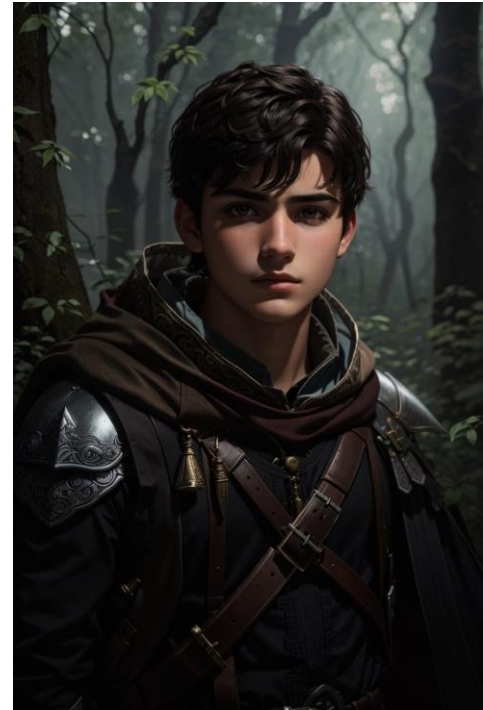
Bad Performance Management



The Basics

Why is it important?

D&D



Principle 1: A Good Ruleset



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Simple:

- Salary increases based on individual performance
- S.M.A.R.T. performance objectives

Balanced:

- Alignment with duties and responsibilities
- Alignment with strategic and operational objectives

Certain:

- Set objectives early in the year
- Be prepared to adjust if necessary

Principle 2: Fair Decision-Making



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Transparent:

- Provide reasons

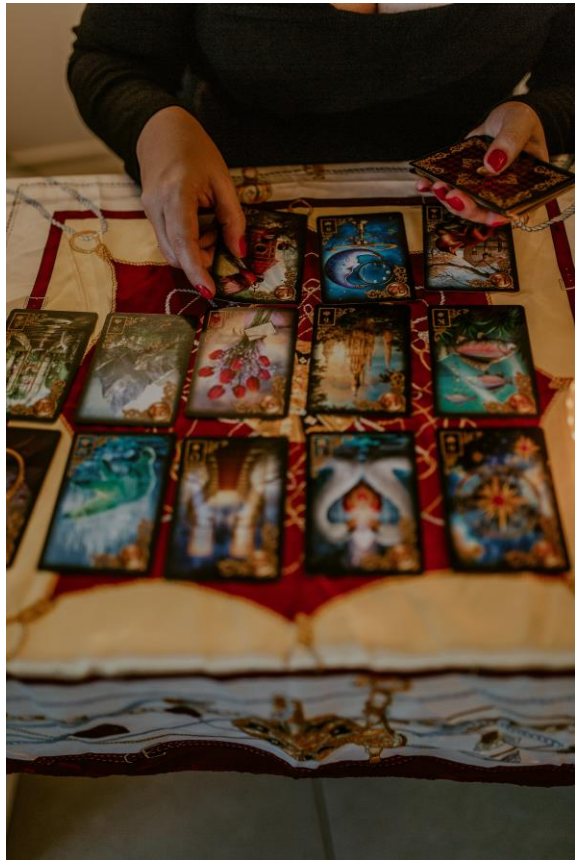
Reasonable:

- Not arbitrary
- Free of bias

Timely:

- Connecting action and consequence can better inform future actions
- SBI Model

Principle 3: Agency



Principle 3: Agency

Expectation:

- Context
- Communication

Opportunity:

- To influence outcomes
- To be heard

Reward

- Performance-based salary increase
- Subject to good performance, progression within salary range over time
- Top-end of range reserved for exceptional cases

Thank you