

# PERFORMANCE MANAGEMENT

Making it work for your organisation

## 10 practical tips for HR



Be clear about your aims and priorities

Reinforce the connection between performance management and organisational goals



Recognise the key steps to achieving performance improvement

Make the process clear and simple and restrain from making adjustments



Stress the all-year nature of performance management

Recognise separate but linked processes such as those related to talent management or reward



Encourage ownership and approval from senior management

Ensure understanding of aims and the process from line managers and staff



Upskill managers to manage performance better and to hold open conversations with their staff

Monitor performance of your processes in terms of aims and user satisfaction



This research is published in full as:

Reilly P (2016), Performance management: making it work, HR Essentials Paper 4, Institute for Employment Studies



Read the full paper at: [www.employment-studies.co.uk/perfmgt2016](http://www.employment-studies.co.uk/perfmgt2016)

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