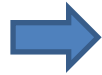


PERFORMANCE MANAGEMENT



PERFORMANCE LEADERSHIP

Once a year, retrospective discussion



On-going, regular, real time conversations

Formal, ceremonial, bureaucratic



Informal, conversational collaborative

Monologue by manager



Dialogue between manager and employee

Often a critical, judgemental, reactive style focusing on weaknesses



Always a pro-active style focusing on strengths.

Used as a tool to monitor, judge, control and assess



Way to inspire and motivate employees to take responsibility for their performance

Standardised, one size fits all, record of performance, often a tick the box exercise



Personalised record including qualitative information on performance and career development

Standardised ratings and rankings, ranking employees against one



Rates employees against their own goals established with their manager