

PERFORMANCE MANAGEMENT

“Carolyn quickly grasped the critical elements of our organization’s culture and involved the entire staff in the design of our new performance management system. She challenged us and moved us outside our comfort zone—but not too far. Carolyn helped us take an honest look at our strengths and weaknesses.”

— Cindy Darr Garver,
Director, Alumni Services
UVA Alumni Association

A Performance Management System should align individual performance with the organization’s strategic goals

Performance management is not a one-time solution to a single problem. Rather, it provides a systematic way of analyzing problems associated with gaps in performance, then creates practical solutions to maximize performance in every aspect of an organization’s business.

HR Diversified Solutions (HRDS) works to design and implement tools and systems that allows your organization to evaluate employee performance and develop individual performance goals in areas of strategic importance.

WHAT IS PERFORMANCE MANAGEMENT?

An effective Performance Management System should accomplish the following objectives:

- Support the organization’s one, three, and five year strategic goals
- Align individual performance with the organization’s mission, vision and objectives
- Link to the organization’s critical success factors
- Improve performance at the employee level and the organizational level
- Define individual employee objectives
- Provide a link to pay to establish a pay-for-performance system
- Encourage individual development

HRDS will work with your company to ensure that the Performance Management System is:

- Viewed by management and supervisors as a tool to improve individual and organizational performance
- Viewed as effective by employees
- Easy to use; fairly and consistently administered

INDIVIDUAL PERFORMANCE EVALUATION

Performance appraisals can be one of the most controversial of the human resources management processes. Employees often view performance appraisal as a seriously flawed process but it may represent their only formal opportunity to receive feedback on how well they are meeting their supervisors’ performance expectations. HRDS can help your organization develop a performance evaluation system that employees will buy into and that motivates while providing a constructive feedback mechanism.

HRDS MENU OF SERVICES INCLUDE:

- Performance appraisal/evaluation development
- Performance Management Systems design, communication, training, and implementation
- Launch a new or revise an existing performance management process
- Strategies for employee development and retention



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