



Performance Management Objectives

Swipe to discover key decisions →



Critical Questions to Answer

Central Purpose

What's the main focus of your system?

Coverage

Will it encompass all levels and job types?

Formality

How structured should the system be?

Defining Your Central Focus

The answer depends on management philosophy, culture, and commitment level.



Plan Future Performance

Target-setting, coaching, and feedback for improvement.



Review Past Performance

Inform remuneration, promotion, and development decisions.



Increase Participation

Empower employees in work-related plans and decisions.



Organisation-Wide Coverage

01

Top Management

Leaders demonstrate commitment through direct involvement.

02

Middle Management

Process continues level by level throughout organisation.

03

Front Line

All employees engaged in performance-orientated culture.



Formal vs Informal Systems

Formal Approach

- Detailed policies and procedures
- Scheduled meetings and reviews
- Specified performance criteria
- Documented information and forms

Informal Approach

- Day-to-day interactions
- One-to-one coaching
- Continuous feedback
- Minimal formal procedures



Beyond Day-to-Day Management

Performance management allows managers and employees to look at their situation from a broader perspective.

Continuous Communication

Coaching and feedback are characteristics of good people management.

Strategic Focus

Different from immediate work-related needs and priorities.

Ready to Optimise Performance?

Need expert guidance on implementing your performance management system?

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