



# Master Performance Management

Transform your approach with proven frameworks.  
Swipe to discover the four domains.



# Performance Management Framework

Four interconnected domains drive organisational value and employee success.

## **Accountabilities**

Clear decision-making and role clarity

## **Measures**

Insights that drive strategic decisions

## **Dialogues**

Conversations leading to action

## **Culture**

Environment supporting performance excellence



# Accountabilities Domain

1

## **Strategic Objectives**

Align individual roles with organisational goals

2

## **Decision Rights**

Define who makes which decisions

3

## **Clear Allocations**

Eliminate ambiguity in responsibilities



# Measures & Dialogues

## Measures

- Value drivers identification
- Performance indicators
- External alignment

## Dialogues

- Calendar and meeting cascade
- Meeting dynamics
- Action-oriented discussions



# Culture That Drives Performance

Organisational culture either supports or hinders effective performance management.



## **Beliefs & Behaviours**

Shape mindsets that enable high performance



## **Incentives**

Align rewards with desired outcomes



## **Transparent Approach**

Replace traditional methods with transformational engagement



# Performance Snapshots

Regular evaluations provide visibility into employee performance and development needs.

01

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## Evaluate Performance

Assess current employee capabilities

02

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## Identify Gaps

Determine development opportunities

03

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## Create Plans

Design targeted learning strategies



# Ready to Transform Performance?

This framework places employees at the centre, driving high engagement and organisational value.



## Get Expert Support

Contact HR Unlocked for tailored solutions

[lisa@hrunlocked.co](mailto:lisa@hrunlocked.co)

Share this with your leadership team