



# Performance Appraisals Are Broken

Time to rethink how we measure success



# The Old Way Doesn't Work

## **Managers**

See appraisals as box-ticking exercises for HR departments.

## **Employees**

Feel judged unfairly without input or involvement.

## **Result**

Annual meetings that improve nothing.



# Introducing: Performance Planning & Review

Three key advantages of this modern approach:

01

---

## **Multi-Stage Process**

Recognises multiple stages beyond simple assessment.

02

---

## **Descriptive Language**

Less judgemental, more constructive terminology.

03

---

## **Performance Focus**

Centres on outcomes, not individual judgement.



# The Modern Approach



## Future Planning

More emphasis on planning ahead than reviewing past.



## Development Focus

Developing future performance over judging past efforts.



## Ongoing Management

Continuous process, not once-yearly event.



## Employee Involvement

Active participation in planning and reviews.



# What's Changed?

## Before

- Annual appraisal event
- Manager-led assessment
- Backward-looking
- Individual judgement

## Now

- Continuous process
- Collaborative approach
- Forward-planning
- Performance-focused



# Today's Performance Management

Both managers and employees work together on:



## Set Targets

Develop individual goals from business plans.



## Assess Needs

Identify development requirements and solutions.



## Monitor Progress

Keep performance under continuous review.



## Review Together

Discuss achievements and set future targets.



# Ready to Transform Your Approach?

Performance management should be a continuous, collaborative process that develops people and drives results.

Make the shift from appraisal to planning and review.

Contact HR Unlocked