



EMPLOYEE PERFORMANCE REVIEW CASE STUDY



End of year performance review can be a stressful time. Managers don't feel comfortable having difficult conversations. This case study shows how to make it smoother.

A Des Moines IT company was coming up on employee review time. The discussion on how to best reward top performers was crucial. They wanted to keep their best talent, without breaking the bank.

Challenges

The Des Moines based IT company needed to figure out how to reward their top people.

Budgets were set, but deciding who gets what was unknown.

Should they follow metrics, manager feedback, coworker feedback, or a combination.

Deadlines to have decisions in by the end of the month were looming without a clear plan.

Solutions

A review of the C-Suite core metrics was conducted along with team level review.

Bonuses were provided at the team level split by metrics for performance.

Raises were decided by a comprehensive 360° review from all available sources.

Decisions were finalized ahead of payroll deadlines.

Results

40% Allocation of funds towards top 25% of performers.

15% Reduction in key employees quitting

↓ Reduced cost on recruiting needs following 6 months

↑ Boost in employee clarity on what merits were rewarded in the company.

Testimonial

Mitchell helped facilitate our employee review process. Made it easier for our managers to make decisions.

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CEO of Des Moines IT company

Conclusion

Top performers were compensated appropriately for their hard work and dedication. The team was made aware of what metrics lead to their compensation decisions reducing favoritism concerns.

Resulted in a general reduction in recruiting cost making up for raises and better alignment with business goals from the leadership team.