

Performance Management Services

Contemporary performance-management (PM) systems are no longer a “nice-to-have” HR procedure; it is an imperative discipline that links people with accountability, strategy, and results. Research shows organizations who develop and monitor employee performance metrics are significantly more profitable, more resilient, and markedly better at retaining critical talent than those who do not. Performance management also improves employee well-being and creates a culture of transparency, collegiality, and fairness. Ultimately, investing in performance management enhances both short-term execution and long-term organizational resilience – ensuring you build your company to the maximum net-worth possible.



Job Description & Performance Rating-Tool Services

- The bedrock of your evaluation system – quality job descriptions
- Discovery Phase - Industry benchmarking expectations to each role
- Develop Customized Performance Evaluation Rubrics/Rating Systems



Total Owner & Leader/Manager Education

- Rationale/Introductory Sessions
- How to teach your staff this process
- Daily Feedback Framework
- Goal Setting Framework
- “Rounding” Framework
- Scheduled 1:1 Process
- Formal Performance Reviews
- Ongoing maintenance
- Coaching
- How to tie performance to promotions



Total Staff Education Sessions

- Supporting you as you educate & implement new methods with staff
- Ongoing coaching as needed



businessclaritybydesign.com

702 East Willow Dr, Spencer, WI 54479 | (715) 659-4255

