Team management systems

Identify work preferences for team members via the team profiles

The individual + the function (8) + team

Functions :

* Promoter
* Developer
* Organizer
* Producer
* Inspector
* Maintainer
* Advisor
* Creator

When a team is missing a function, problems may arise in the tetam to fill the void

Someone work a little bit harder than everyone else ?

Someone discouraging ? “This isn’t good”

Identify those who adapt well

Remove obstacle to learning

# Annual Performance Review

3 stakes for the entreprise :

* Monitoring
* Setting goals
* Conducting actions

HR related :

* Developing skills
* Rewarding performance
* Action plans

Does :

* Evaluating performance :
  + Missions
  + Goals met
  + Key skills
* Setting objectives
  + Future goals (quantifiable and measurable)
    - Specific
    - Measurable
    - Acceptable
    - Realistic
    - Timed
  + Skills to improve
  + Career perspective

For the review need to create a climate of trust

* Invest in this time
* Employee has things to say
* Manager has things to say

Concluding together

Retaining + Feedback to hierarchy