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| **Say This** | **Do This** |
| Performance management is a process by which managers and employees work together to plan, monitor and review an employee’s work objectives and overall contribution to the organization. It's more than just an annual performance review. |  |
| Another way of saying it is that Performance Management is a continuous process of setting objectives, assessing progress and providing on-going coaching and feedback to ensure that everyone is meeting their objectives and career goals. |  |
| A formal performance management program helps managers and their direct reports see eye-to-eye on expectations, goals, career progress, and how those items align with Lincare’s vision and direction. |  |
| Ideally the performance management process is engaging and creates an army of motivated people who live and breathe CADU. It provides feedback, goals, encouragement and clear expectations. |  |
| Manager’s doing this process correctly will create empowerment, trust, boundaries, alignment, and accountability in their teams. This helps Lincare increase our competitive advantage. |  |
| Performance management begins with an aligned set of objectives against which each employee can be measured. |  |
| Done right, performance management results in:   * Improved communication between Employees and managers * Reduced stress at all levels * and established rules on how everyone is measured |  |
| Lincare Leadership is happy to adopt a more formal performance management program. Watch your email for more about this process. |  |
| Thanks for watching. |  |