

# Evaluating administrative performance - current trends and techniques

## Star Pub. Co. - 21 Employee Performance Metrics

LEADERSHIP APPROACH	WHEN TO USE	HOW TO SPEND YOUR TIME
Strategy: focusing on the future	<ul style="list-style-type: none"> <li>Your company or industry is technologically, geographically, or structurally complex.</li> <li>The volume and price of change in your industry creates instability.</li> <li>Requires the best strategic plans for deciding about capital allocations, resource management, or new products.</li> </ul>	<ul style="list-style-type: none"> <li>Gather and information about markets, economic trends, consumer purchasing patterns, competitors' capabilities.</li> <li>Test strategic scenarios.</li> <li>Examine how your organization can best deliver on its strategy.</li> </ul>
People: managing one person at a time	<ul style="list-style-type: none"> <li>Your company's success depends on capable executives—the way people make decisions, interact with customers, will not new offerings, and adjust roles.</li> <li>You want to develop bench strength by creating a culture of leaders (CLOs) leaders at all levels who can act effectively without direct supervision.</li> </ul>	<ul style="list-style-type: none"> <li>Impart desired values, behaviors, and attitudes face-to-face.</li> <li>Travel widely to recruit, conduct performance reviews, and assess the workforce's commitment to company objectives.</li> <li>Identify and develop star performers.</li> </ul>
Expertise: championing knowledge	<ul style="list-style-type: none"> <li>Your company needs a carefully developed area of competence to gain and maintain competitive advantages.</li> <li>You want to focus your organization on competencies required to win.</li> </ul>	<ul style="list-style-type: none"> <li>Create programs that deepen your company's unique competencies.</li> <li>Use a hiring process to ensure your company attracts the right expertise.</li> <li>Reward people who share their expertise with colleagues.</li> </ul>
Control: emphasizing financial or cultural rules	<ul style="list-style-type: none"> <li>Your industry is highly regulated, demanding strict procedural and financial controls.</li> <li>Safety is a major concern in your industry, and there is virtually no margin for error.</li> </ul>	<ul style="list-style-type: none"> <li>Create explicit rules and rewards for acceptable behavior and results.</li> <li>Use audits to detect exceptions to controls, such as missed deadlines or below-target performance.</li> </ul>
Change: spending the status quo	<ul style="list-style-type: none"> <li>Your company must change in order to deliver consistently extraordinary results.</li> <li>Despite unrelenting supply of doing business will cripple your company.</li> <li>Your organization needs to embrace uncertainty and ambiguity to succeed.</li> </ul>	<ul style="list-style-type: none"> <li>Engage employees, customers, and suppliers to embrace change.</li> <li>Hire people with passion, energy, and openness to change.</li> <li>Building reward systems to encourage risk taking and combat business practices.</li> </ul>

Description: -

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 Infrared albedo -- Handbooks, manuals, etc.  
 Terrestrial radiation -- Handbooks, manuals, etc.  
 Earth sciences -- United States -- Handbooks, manuals, etc.  
 Japan -- Politics and government -- 794-1185.  
 Japan -- Nobility -- History.  
 School administrators -- Rating of.  
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## 21 Employee Performance Metrics

Investing in or developing performance management tools, techniques and processes like these, is an important part of creating a culture of high performance.

### New Trends in Employee Performance Management

Monitors and tracks project plan implementation to ensure timely completion.

### New Trends in Employee Performance Management

Allow for anonymous feedback or run open forums to get employees talking and communicating. Influences the culture in ways that value and support diversity.

### 6 Steps to Evaluating Your HR Function

This is true for assessing progress toward both the environmental literacy goal and the workforce goal. Takes time to identify and clarify the problem.

### New Trends in Employee Performance Management

Explain performance feedback in clear, objective, non-judgemental language Explain performance feedback particularly criticism so that your staff member finds it easy to understand and accept Watch a video on how to prepare to give positive criticism Performance Management Technique 8. Evaluation relates measurement to the goals of the instructional program.

## Related Books

- [Expulsión de los jesuitas y la ocupación de sus bienes](#)
- [Magic, witchcraft, and paganism in America - a bibliography](#)
- [Paekche nŭn Ilbon ŭi kiwŏn in'ga](#)
- [Social technology of applied research](#)
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