



Effective Performance Management ©

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# ■ Introduction to Performance Management

## What is Performance Management?

*Performance management is a cycle of managing employee performance for success where goals are created, competencies are incorporated and constructive feedback is provided for continuous improvement.*

The Performance Management System is designed to assist management and employees alike in communicating performance goals, sharing performance information on a regular basis, fostering learning and development, and exploring career opportunities.

## Objectives of a Performance Management System (PMS)

- To create a high-performance organization
- To establish a clear link between organizational and individual objectives
- To encourage ongoing communication through coaching and meaningful feedback to employees
- To encourage discussion and development of competencies
- To recognize and manage performance
- To validate selection techniques

## Potential Uses for the Results of a PMS

- Determine training and development for a current or future job
- Provide input into staffing and promotion decisions
- Recognize exemplary performance and accomplishments
- Develop action plans to remedy deficient performance