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Today's Presenters



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Agenda

Trends

Building Blocks

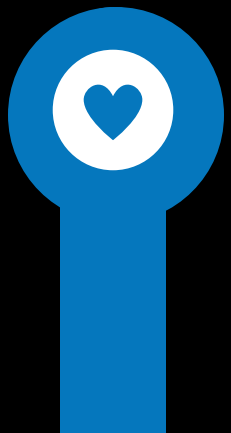
Design Criteria

Streamlining with technology

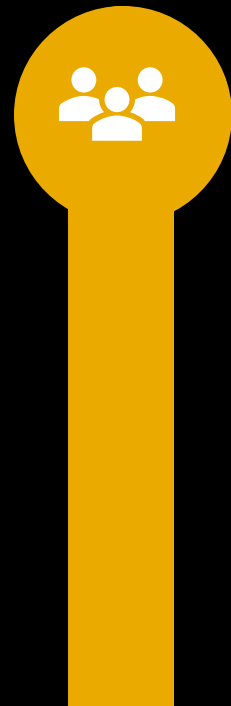
Resources

Workforce expectations have shifted

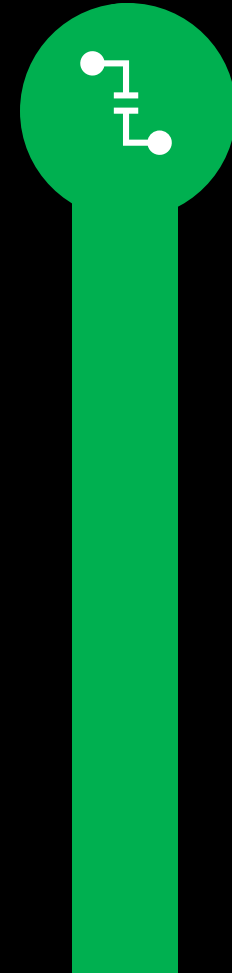
The rise of purpose



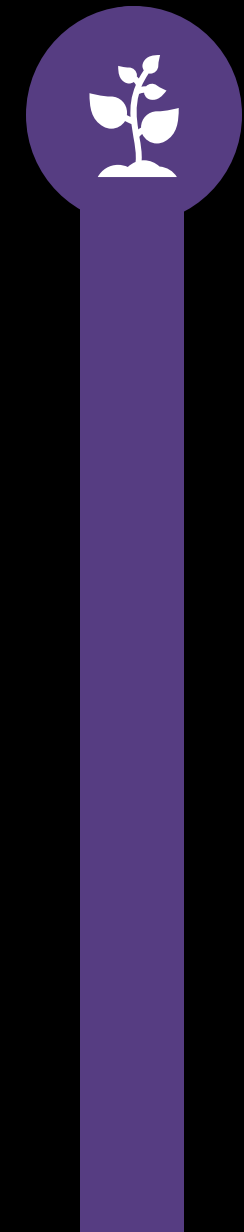
Humanization of the workforce



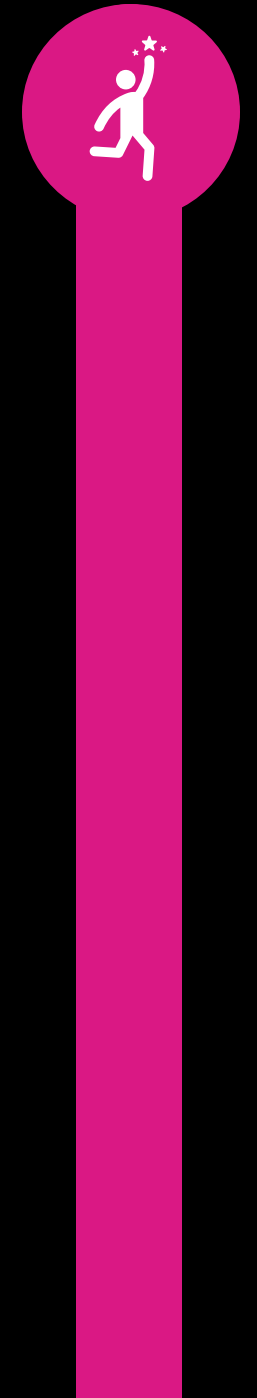
Distributed and remote work teams



Employee well being



Retention a strategic priority



HR PRIORITIES

- Work that fulfills me
- Having fun at work
- Sense of belonging
- Manager who advocates for me
- Empowered to make decisions
- Opportunities to learn new skills
- Ability to integrate life and work
- Organizational purpose I am proud of
- Leaders who set a clear direction

The new watch
word for
organizations
is **relatable**

Source: Mercer, 2022 Global Talent Trends



Yet only 19% of employees strongly agree that their performance is managed in a way that motivates them to do outstanding work.

Gallup, 2022

POLL QUESTION #1

	Traditional	Progressive	Agile
Process	Top down, linear, structured and static process	Flexible and adaptable focused on the organization and the employee.	Ongoing dialogue that is continually assessing the current situation, and then adjusting
Expectations	Unclear with no connection to competencies	Clear with connection to goals and competencies	Fluid and clear
Goals	Siloed and typically only reviewed once a year	Reviewed at least quarterly, as well as yearly	Iterated monthly through continuous feedback
Review	Backward looking and tends to focus on end of year only	Backward and forward looking.	Backward and forward looking. Continually soliciting feedback from employees about their impressions of the quality of their work
Feedback	Infrequent and neglects to focus on career development	Coaching is more frequent and focused on career development	Regular feedback and coaching are given at least monthly and often from multiple sources
Ratings	Inconsistent and often biased	Accurate and motivating and include employee self-assessment.	There are no performance ratings or annual review

POLL QUESTION #2

Review the PM building blocks to determine opportunities

01

Goal Setting



02

Check-Ins



03

Feedback and Recognition



06

Development Planning



05

Compensation Review

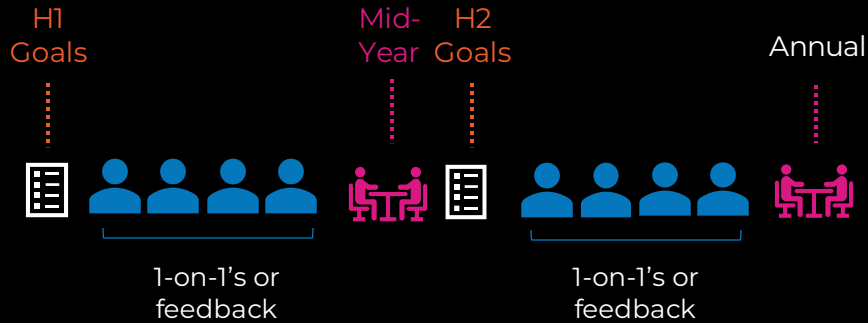


04

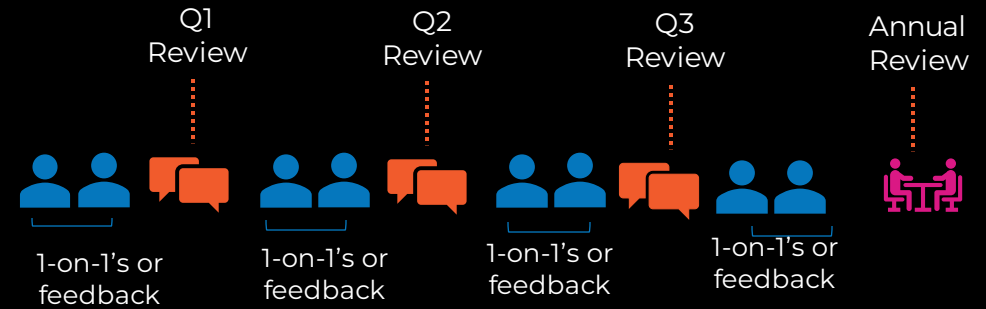
Ratings and Reviews

Performance approaches

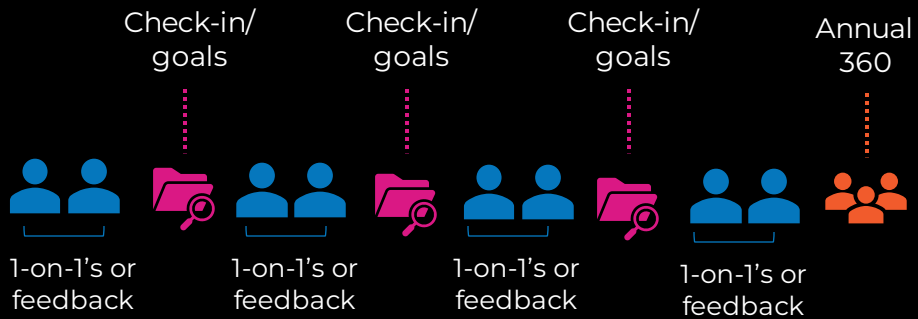
Bi-Annually



Quarterly



Ongoing



*Keep what works,
evolve the rest*

Case study



INTENTION/GOAL

Design a performance management experience that celebrates the uniqueness of every individual, inspires exceptional performance, and aligns with the vision, mission and values of TGC.

Design criteria



Why use performance management software?

- Provides a single platform to track employee performance, feedback, and career growth.
- Provides consistency across the organization.
- Adaptable to business needs.
- Fosters a more meaningful employee experience.

5 steps to change



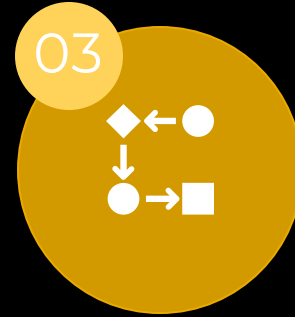
01

Determine readiness



02

Communicate WIFM



03

Align implementation to strategic goals



04

Provide training



05

Manage change

Resources

Offerings for TriNet clients

- Talent and organizational consulting
- Performance management application
- Pre-built integration with Lattice

Materials

- Product datasheets
- Performance management articles & eGuides



Questions?