



## Performance Management at MGM Resorts International

### Drive Continuous Development

Performance Management aims to drive continuous development and high performance through ongoing feedback. Performance Management processes help set clear expectations for leaders, institute regular checkpoints to exchange feedback and discuss performance, and assist in developing talent within the organization. These processes continue to evolve to effectively drive performance and reward high performers.

These processes include Goal Setting, a Mid-Year Check-In as well as a Year-End Review.



#### **Multidimensional Performance Appraisal:**

Managers are encouraged to obtain a multidimensional viewpoint for their team members to provide a holistic understanding of their performance throughout the review period. Managers can leverage an optional tool to request feedback from other stakeholders on their direct team members. The feedback received can provide insight into their team members' performance, moments of recognition, development opportunities, and insights into how they are perceived by others. Managers may invite stakeholders, including peers or leaders who have directly worked with the team member, to provide responses to structured questions. Subsequently, the manager incorporates feedback into the performance evaluation.

#### **Agile Conversations:**

To support our performance review process and the ongoing development of our team members, managers hold regular 1:1's with their direct reports. These ongoing conversations are collaborative in nature and create a dialogue between managers and team members to share feedback, discuss growth opportunities, and identify barriers to successful performance outcomes.