



Info Sheet Performance Management

When a company decides to introduce a Performance Management strategy it can be for several reasons, but in fact, taking a holistic view during the planning can reveal a whole range of additional advantages beyond the original purpose. A comprehensive plan works on several fronts – it can improve customer satisfaction, motivate internal staff, result in improved products and work to change organisational culture for the positive.

How **HR Advantage** can help...

At HR Advantage, our consultants recognise the need for understanding your current culture, your objectives and the hurdles that may be holding your organisation back. Every business is unique so our solutions are developed accordingly.

Features

- We arrange an initial consultancy session with senior management to identify your priorities and objectives.
- We help clarify and detail your performance expectations, then develop a delivery plan.
- We analyse and make recommendations on the processes your people use.
- We work with each individual staff member to align their performance to your goals.
- We then aim to achieve “sustainable” improvements and also identify the personnel who could have ongoing performance issues.
- We note and communicate any internal criticisms made against the company and provide advice/action for resolution.
- We work with you to create an “environment of change” focussed on a performance oriented culture.
- We can recommend, develop and deliver the effective assistance each individual needs to improve, i.e. coaching, mentoring and training.
- We can develop highlighted employees for more senior positions by stretching them in their current roles.
- We provide scheduled waypoint meetings throughout the project to provide visibility on the progress.

Benefits

- Improved performance equates to increased profits.
- Your customers notice improvements quickly and place more business.
- Improved services give you an advantage over your competition.
- Team cohesion and performance is enhanced. All individuals work smarter.
- Better processes save costs and facilitate good relations between managers and staff.
- Staff appreciate your help in developing their abilities. Loyalty is created.
- Your senior management team become target focussed, freed from daily “issues” with more time to work on the business.

For further information on this topic or any of our other services please contact us by telephone on **+44 (0) 1494 451681** or via email at contact@hradvantage.co.uk