



What we think about Performance Management?

High performance does not happen by chance, success is dependant upon blended performance management (PM) structures being embedded into an organisation that maximises the contribution and capability of everybody. Effective performance management provides the clarity and focus needed to release value added behaviour and align the whole team to their organisation's goals.

Our approach to embedding a PM culture into a business is founded on establishing the process, skills and mindset needed for a functional area, team and individual to move from where they are today 'as-is' to where they need to be tomorrow 'to-be'. We do not advocate establishing complex systems, but an approach based on a well proven PM model (see over).

We use a highly participative embedding process that enables everybody involved to concentrate on developing their appraisal review and PM skills, and then enhance the mindset needed to make PM work as a proactive tool across the whole organisation.

What we do best?

To embed an efficient PM culture in a business we:

- ◇ focus on outcomes that meet business objectives, not outputs
- ◇ cascade down from the top and build from the bottom
- ◇ define and use measures that evolve over time and business need
- ◇ blend short and long term measures together seamlessly
- ◇ measure effectiveness and efficiency in parallel
- ◇ reinforce progress through feedback and reward achievement of outcomes.

What one of our client's has to say?

"Reach Another Level" listened to us and worked closely with us to develop a solution for our Global team. The result is we now have a programme "Managing Performance". The programme is delivered Internationally, has modified behaviours and has proven success, evidenced by the standards now being achieved across the whole business.

Would we recommend 'Reach Another Level' - definitely YES
Phil Waring, General Manager BP Shipping.

Our Performance Management process

The following diagram highlights our PM framework and key stages. The model is used as both a template for PM structures and a PM profile for tracking personal progress. Its components include:

1. definition of end goals and future state
2. clarification of current performance
3. gap analysis
4. action planning
5. reviewing progress
6. continuous development.

What to do next?

Contact a member of our team to discuss your PM needs which could include the implementation of a complete system or the training of personnel in how to achieve better workplace performance.

