

Mastering Performance Management

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Here it comes...the anniversary date of one of your employees is fast approaching. Of course they are expecting a performance review meeting. Oh and there it goes! You got so busy that you kept snoozing your reminder to get that review done and now it is two months late. It's causing you stress, but worse, it is causing a lot of stress and frustration to your employee. Your employee craves this feedback and is now left wondering, why don't you care?

Do you find this happening time after time? It doesn't have to be this way. With an actual *system* in place, this won't happen. A Performance Management System is more than just a once-a-year event. It provides a structure for you to master performance management throughout the entire 12-month cycle. The culmination of your performance management activity is a performance appraisal that documents the success of your employee. It is a written record that both you and your employee will be motivated to review together; and, it will serve as a motivator for your employee to seek continuous growth in the coming year.

Putting a performance management system in place does take discipline, but once it is rolling it takes on a life of its own. It actually makes you into a better manager and mentor, freeing you up to focus on the big picture issues that deserve your time, attention and expertise. Most managers want to see their employees succeed and the use of a system like this will provide the structure for that to happen. However, it has become too easy for us to say, "We'll get to it tomorrow," and we never really do.

If you would like to be relieved of the burden that the annual review cycle puts on you and your staff, you should consider enlisting some help to put a sound performance management system in place. It's a fool-proof way for you to become a better manager, your company to be more productive and your employees to be valuable contributors to the organizations' success.

Contact Amy Bergman, at MasterMind Consulting Network to get started: 517-917-5730, or amy@mastermindconsult.net.