

THE JOUTA PERFORMANCE GROUP INC

If men could only know each other, they would neither idolize or hate. ALBERT EINSTEIN

# Performance Programs

## *Management vs. Development*

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# What type of performance program works best for your organization

Management, Development or ?

Lets find out:

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# The Quiz

Should an employees base job requirements be:

- A. Something an employee is measured against annually?
- B. The starting point from which manager/employees build their annual goals?
- C. A standard expectation for keeping your job?

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## The Quiz

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Should performance be reviewed:

- A. At a formal annual/semi-annual meeting?
- B. On an on-going basis informally and at a formal annual/semi-annual meeting?
- C. As a part of day-to-day operations?

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## The Quiz

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Should employee performance targets be set by:

- A. The manager?
- B. The manager and the employee?
- C. The manager, employee and team?

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## The Quiz

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Should performance programs be used to:

- A. Manage Employees?
- B. Measure employees progress?
- C. Measure an employees impact on the organization as a whole?

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What is your score?

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The Results

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The Results

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A Performance Management Program  
Is for you if you scored between  
0-20 points

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**Performance Management**  
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**Typical Performance Appraisal Programs**

- Set targets based on minimum required elements of the job
- Have targets set by Management
- Involve a stressful meeting
- Are not motivating to most Employees
- Are stand alone programs completely isolated from the overall success of the team and the organization

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**The Results**  
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**A Performance Development Program**  
 Is for you if you scored between  
 25-40 points

If men could only know each other, they would neither idolize or hate. Albert Einstein

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**Performance Development**  
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**Typical Performance Objective Programs**

- Set objectives based on the minimum required elements of the job
- May or may not involve the employee in writing the objectives
- Involve stressful progress meetings
- Can be somewhat motivating to Employees
- Are partially isolated from the overall success of the team and the organization

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## The Results

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Organizational Integration System  
is for you if you scored between  
45-60 points

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-ALBERT EINSTEIN

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## Organizational Integration System

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- ✓ Integrates organizational performance & results with employee performance, results and satisfaction in a succinct and meaningful way
- ✓ Creates organizational clarity at all levels
- ✓ Creates an organization of fortunate jobs where employees are more productive, teams are more powerful and results are known, linked & achieved at all levels

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## Organizational Integration System

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### How:

- ✓ Ensures all employees know the impact their performance has on their team, the overarching goal and themselves
- ✓ Links individual, team and organization performance goals in order to achieve the overarching goal of the organization
- ✓ Integrates measurement and progress into the day-to-day life of the organization

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Organizational Integration System  
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- ✓ Set targets based on individual impact beyond the required elements of the job
- ✓ Involves the individual & team in their creation
- ✓ Measure progress on an ongoing basis without stressful meetings
- ✓ Are motivating to employees
- ✓ Are fully integrated into the success of the team and the organization

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Organizational Integration System  
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Why?

- ✓ Employees perform their job tasks as an expectation and are measured on their impact to the team and overarching goal
- ✓ Employees understand the overarching goal and how they directly impact it
- ✓ Bonuses are based on progress towards the overarching goal not on day-to-day tasks
- ✓ Employees are motivated, productivity and retention are high

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What type of performance program will work best for your organization?

Performance Management  
 Performance Development  
 Organizational Integration System

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*Having no Performance Program is better than having the wrong or the poorly managed Performance Program*

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*Questions?*

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Presented By  
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604.488.8885

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—Aristotle

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