

Managing performance in the new world of work



Roughly **70%** of organizations say performance management breakthroughs are needed to meet the challenges of automation and an evolving workplace.

Fewer than half of employers find performance management process effective.



47%

Encourages employees to set **stretch goals**



43%

Creates a **positive** employee experience



38%

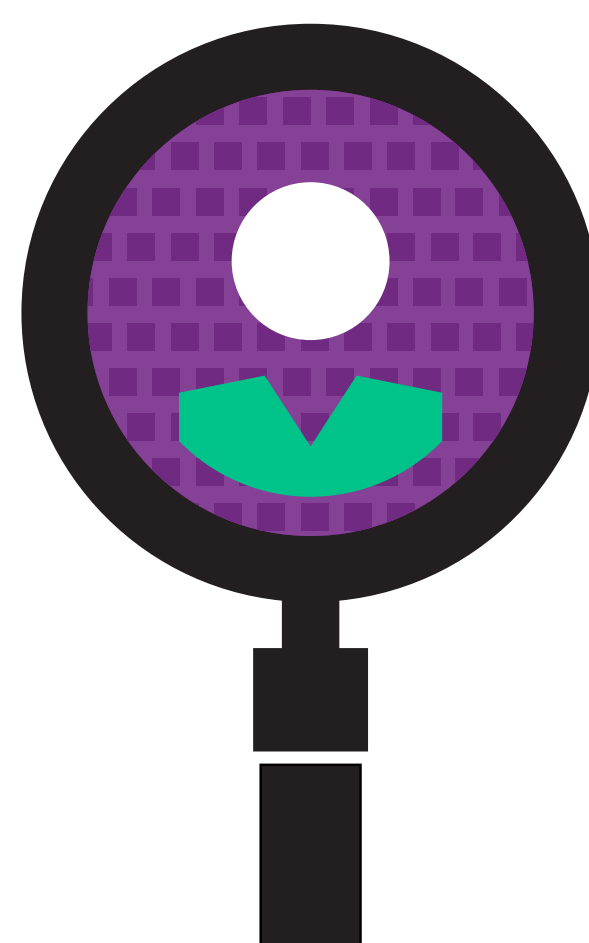
Clarifies **accountability** of specific roles

Employers view managers as ineffective in key areas.

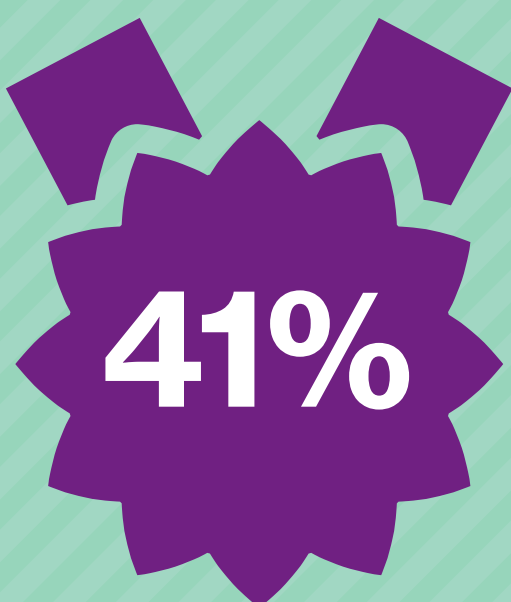
40% Fairly reflecting **performance** in final performance rating

26% Giving employees regular **coaching** and **feedback**

14% Driving the right degree of **risk taking** to enable innovation



Employees report a lackluster experience.



41%

High-performing employees are **rewarded** for their performance



40%

Performance **reviews** help me improve performance







40%

There is a clear link between my job performance and **pay**

Ready to transform performance management?

Empower your managers to:

-  Set clear goals linked to pay-for-performance programs.
-  Focus on high-value activities such as ongoing feedback and fair evaluations.
-  Encourage risk-taking to support innovation.
-  Use software to automate the performance management process.

