Performance Management Sample Flow

Organisational Consultation

Step 1 - Identify

Process	Method Options
Scoping ▪ Define strategic/business objectives ▪ Identify target employee population ▪ Establish reference group ▪ Determine existing organisation systems and processes ▪ Establish deliverables ▪ Define success criteria	✧ Discussion ✧ Infrastructure assessment

Step 2 – Informed Design

Process	Method Options
Organisational Capacity ▪ Determine capacity of the organisation and staff to adopt the Performance Management program	✧ Discussion ✧ Infrastructure assessment ✧ Organisational survey
Performance Management Program Design ▪ Create Performance Management Program ♦ System ♦ Program ▪ Create supporting documentation ♦ Process ♦ Training	
Planning ▪ Define communication plan ▪ Identify Performance Management Program champions	

Step 3 - Implement

Process	Method Options
Action Development Program ▪ Gain organisational buy-in ▪ Communication of Performance Management Program ▪ Facilitation of Performance Management Program implementation	✧ Facilitated discussions ✧ Written and/or electronic communication ✧ Presentations ✧ Training
Program Evaluation ▪ Assess process and program against success criteria: ♦ Procedure and method (inc. content, format and usability) ▪ Revisit project objectives (dependent upon appropriateness of timeframe)	✧ Focus groups/Interviews ✧ Organisational survey

Copyright © 2006 GreenBlox