

D Dialog

 Transform your performance management



Programme

- ✓ Traditional performance review cycle
- ✓ Transform performance review cycle
- ✓ Key aspects of the performance review cycle

Reasons to change the traditional performance review cycle



Purpose of the cycle

Getting the best out of people to achieve the organisation's objectives

*Deloitte - Human Capital Trends



93% dissatisfied*

The cycle is set apart from what happens in day-to-day practice and is seen as a 'form-filling exercise'.



Transform performance review cycle

Promote an ongoing conversation between people and ensure goals stay top-of-mind



Problems with the traditional performance review cycle

1. Set apart from what happens in day-to-day practice

Process is rigid and authoritarian

2. A time-consuming 'form-filling exercise'

Preparing for and conducting performance reviews is very demanding on managers' time

3. Does not encourage learning and performance

Goals do not stay top-of-mind

4. Takes away from personal responsibility

Manager takes the lead and goals are imposed



Success factors for transformation



Make performance management agile

Respond flexibly and quickly to changes in the real world



Integrate feedback and self-reflection

New insights and understandings lead to better results



Give your employees greater control

Increase engagement



Design your new performance review cycle

The performance review cycle of the future

- ✓ Ideal vision of the performance review cycle
- ✓ Leave out what it's like now
- ✓ Provide direction and inspiration



Performance review cycle of tomorrow

- ✓ Introduce change one step at a time
- ✓ Consider what it's like now
- ✓ Increase acceptance

Key aspects

-  **1. Focus**
-  **2. Ownership**
-  **3. Evaluation and pay**
-  **4. Transparency**



Focus

*Without a goal, how can you
find your direction?*





Focus

- ✓ **Job: Facilitate role development**
- ✓ **Organisational & team goals: Increase alignment and sense of purpose**
- ✓ **Core values: Support culture**
- ✓ **Competencies: Encourage new patterns of behaviour**
- ✓ **Personal development: Accelerate growth (areas)**



Ownership

*Taking care over and full
responsibility for something*





Ownership

- ✓ Relationship between trust - ownership - engagement
 - ✓ Role of the employee in the new performance review cycle
 - ✓ Misconception that ownership leads to lack of commitment
 - ✓ Ownership: plan - reflection - feedback - evaluation
- Manager → Employee → Joint



Evaluation & pay

**Organisations get not what they want,
but what they pay for**

3. Reviews

- ✓ Different options for appraisal (evaluation)
- ✓ Feed in vision around ownership
- ✓ Fixed vs. free evaluation intervals
- ✓ The grass is always greener on the other side

→ None → Self → Joint → Team → Traditional



3. Pay

- ✓ No link - pay rise in line with inflation
- ✓ No link - increase agreed in CLA
- ✓ No link - fixed percentage (set each year)
- ✓ Link - percentage growth (up to a max scale)
- ✓ Link - relative growth (based on relative salary position)
- ✓ Link - one-off bonus (individual - team - organisation)
- ✓ Link - non-financial reward



Transparency

*Transparency is a precondition
for growth as a team*





Transparency

- ✓ Advantages of transparency
 - ✓ Disadvantages of transparency
 - ✓ Increase step by step
 - ✓ Transparency: goals - reflection - feedback - evaluation
- No one → Manager → Team

Next steps



Design cycle

Design your new performance review cycle



Select tool

Find a tool to support the new performance review cycle



Implement

Prepare an implementation plan incorporating best practice



Design your new performance review cycle with the Dialog online platform

Focus on goals

Set your goals and keep them top-of-mind. Reflect on progress and define what needs to happen next.

Effective feedback

Gather feedback quickly and easily. On goals, competencies or conduct. Always specific and relevant.

Real-time information

Real-time insight into your employees' progress and the status of organisational goals.

Regular 1-to-1s

Convenient chat function to talk about your goals and your feedback. Dialog supports you with the right questions.

Purposeful reviews

All results achieved, feedback and reflections are held in one place, providing a complete picture for the review.





“Dialog is super easy to use and does just what it says it will.”

– Devin van Tuijll (Techneco)

 **WATCH VIDEO DEMO**

www.dialoghr.com/demo

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www.dialoghr.com/clickable-demo

Why customers choose us

Dialog your organisation



A perfect match

Dialog is very flexible and perfectly supports your specific performance management model and the needs of your set-up.



Ease of use

Dialog is the only performance management software that truly has the employee at its heart. It's simplicity personified!



Easy to get started

No complicated implementation. Get up and running within a week, so you gain immediate insights and oversight.



Excellent service

Turning our customers into fans is our constant aim. A permanent contact person who takes full ownership of your success.



“Dialog means I’ve got a better idea of what’s going on with my team, providing a basis to start conversations and to give direction to team members. Everything is much more transparent. I’ve also noticed that people reflect more on what they’re doing and that they really do have ownership.”

– Roy Kreeftmeijer (ICM Customer Support Manager)

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Thank you for your time and attention!



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