Managerial Assessments

20 Weeks

How to increase the performance and productivity of your workplace in 20 weeks.

Corporate Learning Solutions

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Future of Work (2030)

If, you want improved:

- Performance Management
- Leadership EQ
- Employee Engagement

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Performance Management

Capability Development

- Provide Learning & Development Opportunities
  - Development Programs & Initiatives
    - Leadership Development Programs
    - Mentoring Program
    - Specific Skills Training
    - Leadership University (e-learning)
    - Department & On-Site Programs
    - Education Assistance
- Provide Fair & Equitable Performance Assessment
- Identify & Nurture High Potential Leaders
- Ensure Key Position Succession Plans

Talent Management Cycle

1. Balanced Scorecard KPI's — Jan / Feb
2. Talent Profiles Updated — Mar / Apr
3. Mid-Year Reviews for Employees — Jun / Jul
4. Managerial Assessments by Managers — Jul / Aug
5. Site/Function Organisational Reviews — Sep / Oct
6. Global Talent Review by GMs — Nov
7. End of Year Performance Reviews — Dec / Jan

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Managerial Assessments

Potential:
The ability to assume increasingly broad or complex responsibilities as business needs change during the next 12 – 18 months

Performance:
The extent to which an individual can deliver results, demonstrate competencies, and act in spirit of company values

Potential

• Focus on coaching • Provide develop plan • Concerned with lack of motivation **Develop**	• Valuable team member • Room for performance improvements • Challenge them **Develop/ Stretch**	• Has mastered current role • Provide new assignments that stretch and push their skills • Future leader **Stretch**
• Shows potential, but performance is low. • Focus on skills to improve performance • Consider PIP **Observe**	• Consider increasing responsibilities • Meeting current expectations • Create development plan **Develop**	• Exceeding performance expectations • Identify skill gaps for probable promotion, and develop those skills **Stretch/ Develop**
• Not meeting performance expectations • Upskill needed or find new role **Observe/ Exit**	• Consistent Contributor, but limited potential • Put on on performance improvement plan • Might need a successor **Observe**	• Strong performer but unlikely to move to higher-level role • Will need motivation to stay engaged **Develop**

Performance

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Managerial Assessments

Potential:
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Performance:
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Potential ↑

High Professional • Focus on coaching • Provide develop plan • Concerned with lack **Develop**	Current Star • Valuable team member • Room for performance improvements • Challenge them **Develop/ Stretch**	Super Star • Has mastered current role • Provide challenge assignments that stretch and push their skills • Future leader **Stretch**
Solid Professional • Shows potential, but performance is low. • Focus on skills to improve performance • Consider PIP **Observe**	Key Performer • Consider increasing responsibilities • Meeting current expectations • Create development plan **Develop**	Future Star • Exceeding performance expectations • Identify skill gaps for probable promotion, and develop those skills **Stretch/ Develop**
Under Performer • Not meeting performance expectations • Upskill needed or find new role **Observe/ Exit**	Inconsistent Performer • Consistent Contributor, but lack of potential • Put on on performance improvement plan • Might need a successor **Observe**	Rough Diamond • Strong performer but unlikely to succeed in higher-level role • Will need challenges to stay engaged **Develop**

Performance →

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Performance:
The extent to which an individual can deliver results, demonstrate competencies, and act in spirit of company values

Potential

• Focus on coaching • Provide develop plan • Concerned with lack of [illegible] **High Professional** **Develop**	• Valuable team member • Room for performance improvements • Challenge them **Current Star** **Develop/ Stretch**	• Has mastered current role • Provide [illegible] assignments that stretch and push their skills • Future leader **Super Star** **Stretch**
• Shows potential, but performance is low. • Focus on skills to improve performance • Consider PIP **Solid Professional** **Observe**	• Consider increasing responsibilities • Meeting current expectations • Create development plan **Key Performer** **Develop**	• Exceeding performance expectations • Identify skill gaps for probable promotion, and develop those skills **Future Star** **Stretch/ Develop**
• Not meeting performance expectations • Upskill needed or find new role **Under Performer** **Observe/ Exit**	• Consistent Contributor, but limited potential • Put on on performance improvement plan • Might need a successor **Inconsistent Performer** **Observe**	• Strong performer but unlikely [illegible] higher-level role • Will need [illegible] to stay engaged **Rough Diamond** **Develop**

Performance

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Potential

Target: 15% Actual: 2% • Focus on coaching • Provide development • Concerned with lack of focus on **Develop**	Target: 10% Actual: 4% • Valuable team • Room for improvements • Challenge them **Develop/ Stretch**	Target: 10% Actual: 9% • Has mastered current role • Provide challenging assignments that stretch and push their skills • Future leader **Stretch**
Target: 10% Actual: 2% • Shows potential, but performance is lacking • Focus on skills to improve performance • Consider PIP **Observe**	Target: 25% Actual: 8% • Consider increasing responsibilities • Meeting current expectations • Create development plan **Develop**	Target: 10% Actual: 4% • Exceeding performance expectations • Identify skill gaps for promotion and develop those skills **Stretch/ Develop**
Target: 10% Actual: 1% • Not meeting performance expectations • Upskill needed or find new role **Observe/ Exit**	Target: 5% Actual: 0% • Consistent Contributor, but limited potential • Put on performance improvement plan • Might need a successor **Observe**	Target: 5% Actual: 0% • Strong performer but unlikely to move to higher-level role • Work to keep motivated to stay engaged **Develop**

Performance

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Managerial Assessments

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Performance:
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Potential

• Focus on coaching • Provide develop plan • Frustrated with lack of motivation $11 **Develop**	• Valuable team member • Room for performance improvements • Challenge them $15 **Develop/ Stretch**	• Has mastered current role • Provide new assignments that stretch and push their skills • Future leader $22 **Stretch**
• Shows potential, but performance is low. • Focus on skills to improve performance • Consider PIP $5 **Observe**	• Consider increasing responsibilities • Meeting current expectations • Create development plan $15 **Develop**	• Exceeding performance expectations • Identify skill gaps for probable promotion, and develop those skills $15 **Stretch/ Develop**
• Not meeting performance expectations • Upskill needed or find new role $1 **Observe/ Exit**	• Consistent Contributor, but limited potential • Put on performance improvement plan • Might need a successor $5 **Observe**	• Strong performer but unlikely to move to higher-level role • Will need motivation to stay engaged $11 **Develop**

Performance

Higher Performance
Prepare them for change
Shorter activities
Lower contact frequency
Longer time horizons
Maintain
Challenge
Stretch their thinking
Longer activities
Lower contact frequency
Longer time horizons
R.O.I Matrix
Lower Potential
Higher Potential
Change
Invest
Shift thinking & actions
Shorter activities
Higher contact frequency
Shorter time horizons
Lower Performance
Learn, Do & Review
Longer activities
Higher contact frequency
Shorter time horizons

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Partnering for results…

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Ongoing support

- Managerial Assessments:
  1. Blogs
  2. Newsletters
  3. Leadership Toolbox
  4. Social Media
     - Facebook, Linkedin, Youtube
  5. Info “Hotline”

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If you're ready
to come on the journey.

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