

Performance Management

Organizations are constantly struggling with how to effectively manage employees in a way that maximizes their productivity and satisfaction. Not only is this critical to achieving overall organizational objectives, but it also impacts the ability of the organization to attract and retain strong performers.

All too often, an employee cites conflicts with management as a main reason for leaving an organization. This typically results in high cost for the organization. In today's tight labor market, we realize that it can cost anywhere from 50% to 150% of an employee's annual salary when he or she must be replaced.

HR Now! can assist organizations by creating a performance management process that guides managers throughout the year. We work with your management team to customize tools and provide coaching that will allow managers to:

- Develop specific and measurable objectives with employees at the beginning of a performance year.
- Determine how they will measure employee progress toward the identified objectives.
- Consider how they will "set up employees for success" with regular feedback and reinforcement for desired results.
- Objectively evaluate employee performance based on results achieved and key behavioral criteria displayed.
- Address specific employee problems with a targeted action and accountability plan.

Employers regularly ask the following questions:

- How do we hold employees accountable?
- How do we keep people from leaving without having to throw money at them?
- What tools can we give our managers to make them more effective?
- How can we motivate people to maximize their performance level?

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