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# Basic Rules Of Effective Performance Management

Much like humans, it's the fundamental values that define and chisel out a company, consequently, guide every action and behavior. So, it's crucial to practice these values on an operational basis. This is key to performance management.

To grow and get closer to goals, it's important to seek out and receive constant feedback from colleagues, managers, and others. Simultaneously, it's also important to provide constructive feedback for others' personal development. This leads to workforce motivation, product improvement, customer satisfaction and also helps scale up work culture. Organizations that have been able to streamline the feedback system are responsive, supported and motivated, and enjoys a competitive edge over the others.

While performance management is necessary, it requires a good deal of alignment as per individual organizational goals.

Over the years, you may have noticed that performance reviews tend to focus on the past. They rarely look forward or pave the path towards a brighter future. Research shows that this leads to negative outcomes over 30% of the time and can inadvertently damage employee self-esteem.

Here are some basic pointers to build up a sturdy feedback system:

## 1. Concentrate more on development:

When you are holding annual performance reviews, it tends to be very intimidating for the employees. It's the process of giving and receiving feedback that is discomforting. Instead why not focus on having recurrent, easy-touch communication that enhances value of the employees?

As an HR manager, you should be able to help the leaders overcome the uneasiness and stir performance conversations to development. People handle such conversations with lesser anxiety and automatically tune in to viable feedback.

## 2. Articulate feedback differently:

Most managers feel awkward providing feedback because they don't know how to phrase them in a way that won't hurt the employee. This leads to a very precarious situation.

Gallup says, only 47% of employees get feedback from managers a couple of times a year. Out of that, only 23% find that feedback useful and leads to improving performance.

As an HR manager, when you're prepping up other managers, ask them to treat employees as they would like to be treated. That way, they'll deliver constructive feedback which becomes a gift to others and that others are able to restructure themselves. When managers make that effort, employees appreciate it and take it as a step required to lift up their career, strengthening the bond and enhancing trust.

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### **3. Make it an ongoing process:**

Organizations grow seamlessly when employees are continuously learning and developing. In performance management, make these conversations ongoing, so that you are able to review company priorities in light of progress and inculcate changes as required.

A consistent performance management process may appear to be more complicated than an annual performance review, but if actioned well, it's easier, and the end result is a lot more satisfactory. To make sure the process works seamlessly, you should employ a sturdy HR software for routine performance management. Many of the softwares available can support your kind of performance management faultlessly and you can then see accelerated benefits to the business.