

Appraisals: The Problem!

- Traditional performance appraisal relies on lots of paperwork that can distract from meaningful conversations
- Often, subjective 5-rating scales are used that can end up being demotivating
- Performance appraisals generally run across a six or twelve month, inflexible format
- Everyone gets the same one-size-fits-all approach – whether I'm a great or poorer performer!
- Objectives are poorly-worded and written in 'job description jargon'!
- The paperwork often includes unnecessary 'school-report' style employee/manager comments and 'management-speak' competency/behavioural frameworks
- There is often a subjective link to pay and bonus that doesn't always go down well!



LIGHTBULB PERFORMANCE

Ditch Traditional Performance Appraisal!



- Welcome to 'Chinwag'!
- Our simple system is based on a *prompts, not paperwork* and an 'as, if and when needed' flexible approach across the 365 days of the year: The holy grail for managing performance and development!
- Optional extras available will also '180 flip' how you currently design job descriptions and competency/ behavioural frameworks
- A new role for HR to help keep things alive and kicking
- Includes access to Goal Finder (see following pages)
- Free review of your current process



'Chinwag': Ditch Appraisals!



LIGHTBULB PERFORMANCE

Goal Finder for Powerful Performance Objectives

- Only 40% of performance and development objectives are well-crafted (CIPD)
- Goal Finder is a searchable, online database with hundreds of example objectives to inspire you when managing performance and development: Just type in a relevant word and up they come
- No more copying last year's objectives, writing wishy-washy corporate-speak or just writing objectives that are basically 'carry on doing what you are doing anyway'!
- Annual subscription £199 – Ask for a FREE trial
- Ask us about **Goal Finder +** : We create the Top 30 most relevant objectives specific to what happens in **your** organisation and its teams

