

## Rethinking Performance Management for Higher Alignment & Trust



“The success of your performance management correlates with levels of trust you earn across the organization.”

Traditional performance management, rooted in a century-old paradigm, has undergone changes but no longer aligns with contemporary employee expectations, the dynamics of modern work, and the pace of change. Earlier when human capital was plentiful, the focus was on which people to let go, which to keep, and which to reward—and for those purposes, traditional appraisals (with their emphasis on individual accountability) worked pretty well.

But when talent was in shorter supply, as it is now, developing people became a greater concern—and organizations had to find new ways of meeting that need. Keeping up with traditional appraisals, we are presenting a more transactional view of performance. Regrettably, it tends to erode trust rather than foster it.

Recognizing the need for a shift, business leaders and employees now emphasize that performance management should be a continuous driver of employee engagement for enhanced organizational performance by leveraging appraisals as a diagnostic input to develop employees into supervisors, and especially managers into executives. As matrixed and agile working models gain prevalence, more frequent discussions on progress check ins against targets become imperative to keep employees aligned with strategic goals.

To bolster trust, employers have a dual opportunity. First, by demonstrating a commitment to career development through meaningful training, growth opportunities, and fostering thoughtful conversations between managers and employees. Second, by actively eliminating biases from performance processes.

Considering the fundamental changes in the workplace post-2020, a re-evaluation of your performance management process becomes essential.



Meaningful performance orientation & enablement significantly enhances optimism, confidence, engagement, and productivity among workers. Confidence in the performance management review process directly relates to higher trust in the organization.

Rethinking performance management today yields a multiplier effect, fostering better sentiments and outcomes across the organization.

Adopting a performance orientation and enablement mindset transforms perspectives, fostering connection, collaboration, valuing employees, and elevating the overall employee experience. Regular conversations about performance and development change the focus to building the workforce your organization needs to be competitive both today and years from now.

Based on recent surveys, employees seek performance enablement to enhance effectiveness and career growth. Workers receiving meaningful performance enablement showcase significantly higher levels of optimism, confidence, engagement, and productivity.

At Strategea, our recommendations include reflecting on efforts to streamline performance development, bring in more frequent check-ins replacing dependence on annual appraisals for providing feedback & inputs, creating equitable review and development processes, addressing biases in performance management, ensuring fair practices in ratings, calibration, promotions, and compensation decisions.

Call us to know more about how at [Strategea](#) can help you to develop a thriving and sustainable workforce that your business needs.

### **About Strategea:**

Strategea is your trusted partner on the journey of transforming your business into a thriving and scalable enterprise. Our mission is simple yet profound: to guide business leaders like you to realize your growth ambitions, embrace transformation, and accelerate your path to success. We work with our clients to provide holistic and customised solutions in the areas of Organization Strategy, Operations, People and Digital Transformation in order to enhance organizational performance and achieve their aspiration!

Business leaders in India face a favourable growth opportunity both in domestic market & globally. To be able to grow to the next level, business leaders need to find a way to replicate their success in new product categories which they need to enter to grow to next level, reduce their learning curve to develop profitable revenue streams in newer markets, achieve efficiencies while they scale their operations and rally their people around the growth vision & business initiatives.

Strategea brings in the required expertise to guide business leaders on solving the complexities that come their way while scaling and expanding their operations to realise their growth aspiration.



**Playing the Business Game** : Running a successful business is a high-stakes game. Your business journey has routes, detours, and all sorts of obstacles you have to work through. So you need a map. In this book “Playing the Business Game” we are addressing the construct & thinking i.e. what could be direction that you want to take, what model suits you etc. to put your business on a high growth trajectory.

### **Connect with Us:**

We love to hear from you. If you are a business with a rapid growth ambition, don't hesitate to contact us. Let's begin a conversation about how we can help you achieve your goals and set your business on the path to success.

Call us on + **91 9702 875 475** or write to us on **info@strategea.in** and visit us on [www.strategea.in](http://www.strategea.in)

