Performance Management
Steering Committee
Focus Groups
February-March 2018
Project Purpose and Goals

To re-imagine a Performance Management and Appraisal Process that:

- Focuses on Feedback and Professional Growth
- Provides a framework to help employees and managers focus on performance related to behavioral and job competencies
- Supports the Career Architecture Framework
Project Work Plan

- **February thru March**
  - Focus groups by role

- **March thru early April**
  - Synthesize focus group data
  - Confirm data from Focus Groups
  - Provide periodic updates to Senior Leadership

- **May thru June**
  - Develop Philosophy and Principles
  - Develop framework for new process
  - Identify support needed for managers and employees
General Helpful Info

Performance Management ≠ Performance Appraisal
What Does It Look Like To You

• What Do The Headlines Say?

• Describe Your Ideal Performance Management Process?

• What do employees need to be doing to create a thriving community at UR?

• What do managers need to be doing to create a thriving community at UR?