

Why is Performance Management important?

- Individuals face significant challenges in meeting performance requirements:
 - Changes in personal circumstances; understanding job performance criteria; new responsibilities; and making focused career choices.
- Modern organisations are under constant pressure to maintain or improve the products or services they deliver.
- We address these concerns by analysing organisational processes, integrating business development with people practices.
- We also design and deliver development interventions with practical advice.

We can help you to...

- Promote open discussions about opportunities and personal development needs;
- Manage the operational changes dictated by competitor and customer pressures, and changes in legislation; and
- Communicate and explain these changes to employees, ensuring a positive response, and engender understanding to help implementation.

Our expertise enables you to...

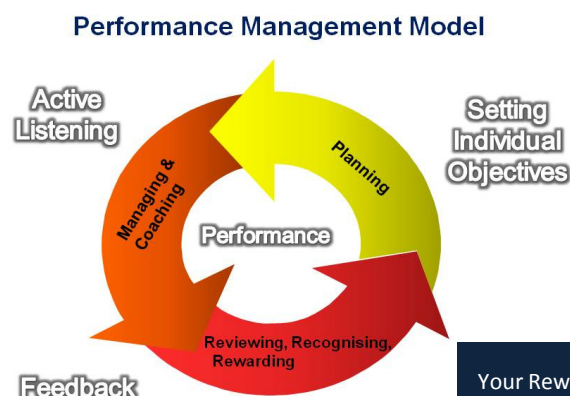
- Translate overall organisational intent into meaningful individual objectives;
- Develop innovative and practical initiatives to ensure new processes are embedded; and
- Promote a motivational climate for superior performance.

“Ways’ consultants have an ability to build great rapport. Their Training skills & HR knowledge are first class.”

HR Director, Financial Services company

The process includes:

- Reviewing and auditing existing schemes for possible flaws.
- Designing policy requirements for an organisation’s specific purposes and culture.
- Developing clarity in performance goals, to be extended to individual performance plans.
- Defining performance for roles in terms of outputs, behaviours and attitudes, for employees at all levels.
- Considering and setting ways of rewarding performance, including modern and effective approaches to performance-based pay.
- Designing and delivering development interventions to help make the processes ‘real’ and easy to use.



**Your Reward,
Development &
Performance Partner**

- Assessment & Development
- Career Management
- Coaching
- Competency Based Interviewing
- Competency Frameworks
- Customer Service
- Employee Engagement
- Equal Value Compliant Pay
- Independent Job Evaluation
- Job Family Modelling
- Leadership Development
- Outplacement
- Performance Management
- Recruitment Coaching
- Reward Strategy
- Salary Benchmarking

For more information on Performance Management:

Paul Robertson (HR), 07841 804563, paul.robertson@wayshrc.com

Andrea Metcalf (Training), 07976 217657, andrea.metcalf@wayshrc.com