



Performance Management for a Transformed World

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Our Tandem





Each Decade Drives Societal Shifts



Rise of Corporate Culture

Arrival of world wide web

First laser printers

More temporary workers



'Cool' offices

Influence of tech on culture

zoom

1980

1990

2000

2010

2020

Use of email

Global recession

Remote working

Individualism

Rise of the gig economy

New 'normal'



New workplace technology

Freelancer mindset



2020 has
Created a New
World of Work

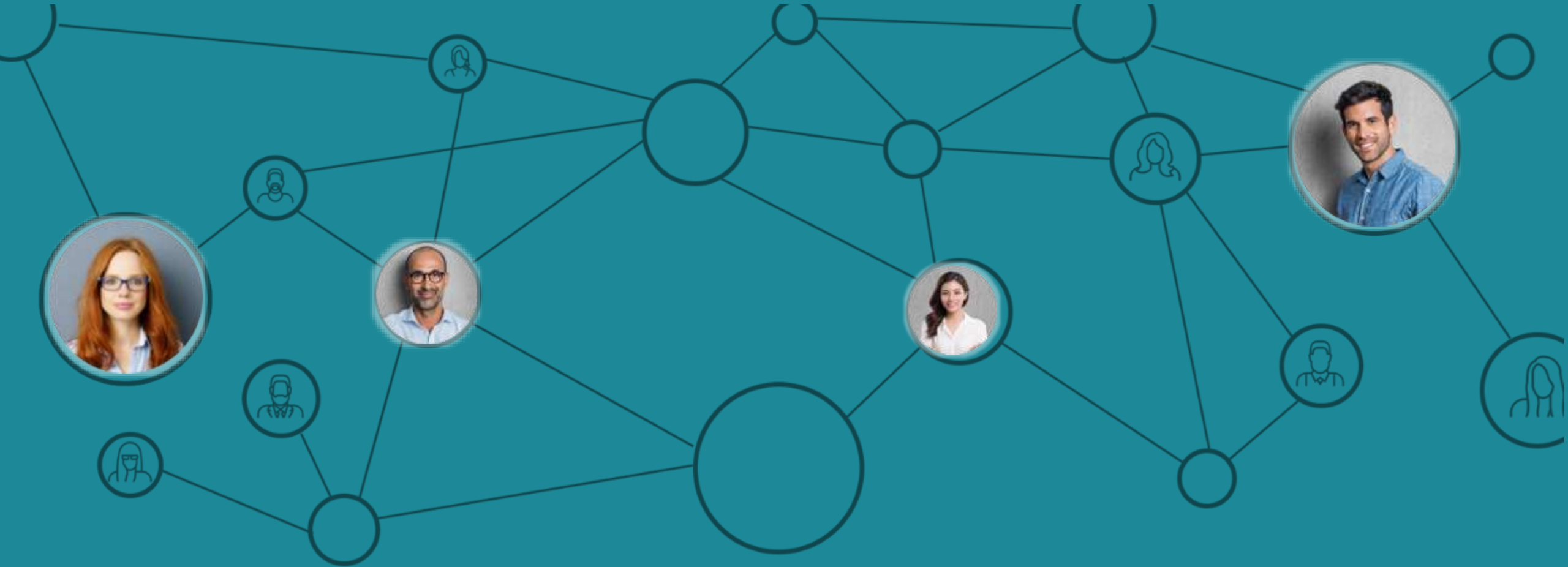




The Fourth Industrial Revolution

- ❖ **The World Economic Forum** believes instead of the worker moving to the workplace, we are seeing that **work is moving to the worker**—collaboration is less constrained than ever before by physical proximity and geographic borders, particularly for highly-skilled professionals. Rapid technological advancement and innovation in connectivity, communication, and collaboration solutions continue to enhance remote work capabilities and increase trust.

Dispersed Teams Driving a New Form of Management





So What Happens to Performance Management?

Employee Experience Trends Accelerated



Annual/biannual review



Continuous check ins

Linear top down feedback



Peer to peer and upward feedback

Formal annual engagement survey



Frequent Pulse surveys

Annual goals



Agile goals

One manager



Matrix cross functional managers

Feedback Famine



Continuous crowdsourced feedback

COVID-19 has Accelerated the Shift

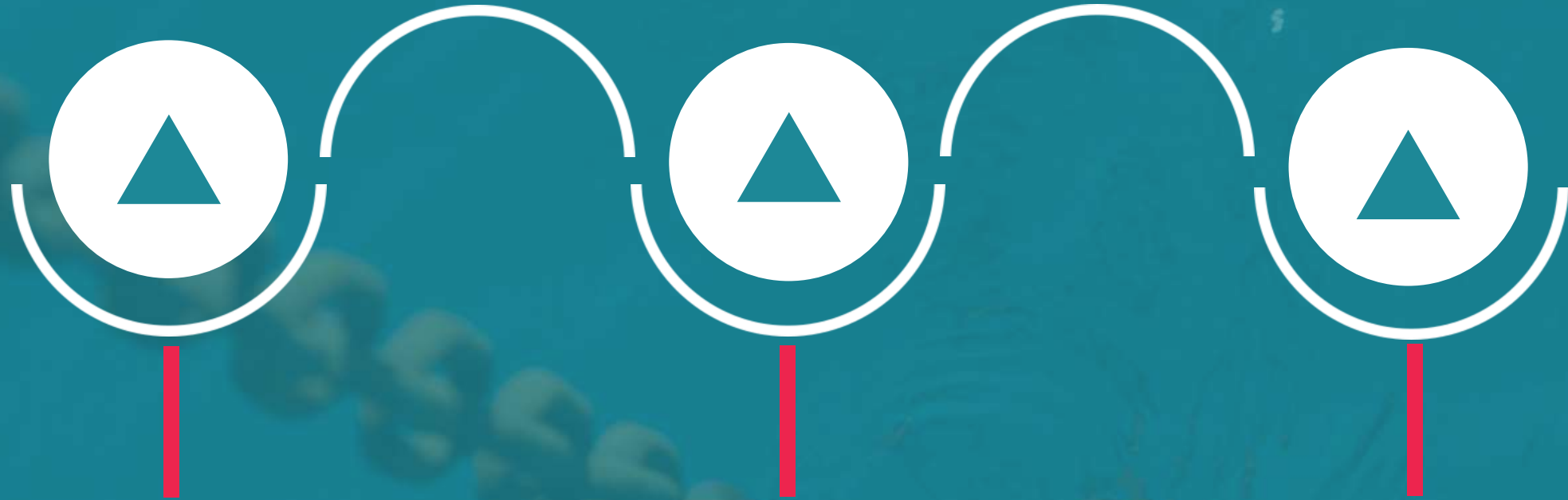




HR have Earned the
Licence to Re-invent
our Processes



Re-imagining the Way we Manage Performance



Considering employee's
journey

Coaching at the Core

Driving accountability and
Developmental by Nature



Key Drivers of Employee Experience

Purpose

“I want to make a difference and see my contribution”

Growth & Development

“I want to grow and develop”

Voice

“I want to be heard for my opinions and views”

Appreciation

“I want to be recognised for a job well done”



Community

“I want to feel like I belong”

“My leader gives clear direction and supports my growth”

Leadership

Anchor of Cultural Change - PM



All three are critical to embed into the culture and values of an organization.

What Does Culture Look like In an Agile World?



Smart To Agile Goals



Performance Management to Performance Ownership



Reactive to Predictive Analytics



Craft the Employee Experience right for our Business

“Encourage peer-based feedback. As organizations become flatter, employees are naturally working with more people. Using technology to gather peer-based feedback from a large sample can help eliminate biases and provide a more accurate, comprehensive perspective on performance.”

McKinsey, 2019



Transformation of HR to an Agile World

HR



Digital HR



Technology as a conduit for sustaining and measuring our experience



Our Vision is to enable organisations to move from performance management to inspiring potential

Enabling people to grow into the potential they never even knew they had!



Our Tandem

shaping culture for an agile world

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