



## Building the Means of Productivity

### Is it time to overhaul your performance measurement and management process?

Performance management is a broad category of strategies and activities designed to develop employees' knowledge, skills and abilities. It includes such diverse tactics as training, coaching, counseling and assessment of traits and behaviors. Typically, the focus of performance management is more on the competencies of the individuals and/or teams within the organization (the means) than it is on the outcomes they produce (the ends).

### At CompAnalysis, we believe that both the means and the ends of the process are important. We can create a robust performance management plan for you by:

- ✓ **Creating an employee development process**, including assessment tools, processes, and procedures to further the acquisition and/or enhancement of employees' competencies.
- ✓ **Clarifying job functions** and organizational reporting relationships.
- ✓ **Establishing generic expectations of employment** in terms of traits, behaviors and adherence to organizational values.
- ✓ **Measuring results** at the individual, team, department, and/or organization-wide levels
- ✓ **Providing resources** for training and coaching.

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