



## Performance Review for Staff

Performance review training for staff to help them to understand their role in performance management systems makes the process less threatening and delivers benefit for both individual and organisation.

### Issues

- Individuals are not enthusiastic about the performance review system
- Anxiety about individual outcomes
- Individuals are not fully prepared for the process
- Questionable benefit

### Benefits

- Individuals who prepare for performance reviews get the most out of them.
- Individuals approach the review with enthusiasm and expectation.
- The process is made less threatening and more effective.

## The product in action - a case study

### The Client

Ineos Silicas - a world leader in silica and alumina technology, with over 900 employees and 8 manufacturing sites in 5 continents.

### The Need

In some areas the performance review was being delivered differently. Therefore in some cases the outcomes were difficult to manage, creating issues when trying to assess the contribution of the individual.

The workforce had never participated effectively in a performance review process and needed to be helped to understand how to prepare for them and to participate in them.

### What we did

Chris Lloyd designed a workshop that would enable the workforce to understand the whole process (business objectives through to individual objectives), and gave them the tools and techniques to prepare for the review and monitor progress against their objectives.

**Consultant(s):** Chris Lloyd

### How the client benefited

Individuals can now have an effective interaction with their managers.

They are able to have good work recognised and be rewarded for it.

The use of SMART objectives reduces the possibility of any misunderstanding between manager and individual.

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