



Setting Employee Performance Objectives

A set of steps to setting departmental goals and objectives. Use of performance appraisal training to help managers understand how to set SMART objectives for staff. Setting employee performance objectives leads to employee job performance appraisal and shows how goal setting can contribute to team success.

Issues

- Staff unsure of priorities
- Important goals don't get tackled
- Excellent progress in some areas but not all
- Some tasks don't get completed in time
- Some people weren't sure what was expected of them

Benefits

- Consistent cascade of objectives
- More focus
- Each person does their bit and the department achieves its goals
- Raises management capability
- Reduces wasted effort

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 five continents.

The Need

Managers needed to develop their skills to deliver the performance management system and set SMART individual objectives for the period ahead against which the individual contribution could be assessed and would ensure that the department's objectives were met.

What we did

Through training Chris Lloyd equipped the managers with the tools and techniques and coaching styles required to set objectives within the context of the company's pay and reward system

Delivered additional support in the form of 1:1 coaching and discussion of specific issues raised by the manager's experience of trying to operate the system.

Consultant(s): Chris Lloyd

How the client benefited

A consistent method was set for reviewing past contribution and aligning the future contribution with the organisation's challenges.

Contact Us • Call us on: 01606 854813 • email us at enquiries@jestmanagement.co.uk

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Small Brook • Ivy Farm • Station Road • Crowton • Northwich • Cheshire • CW8 2RQ

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