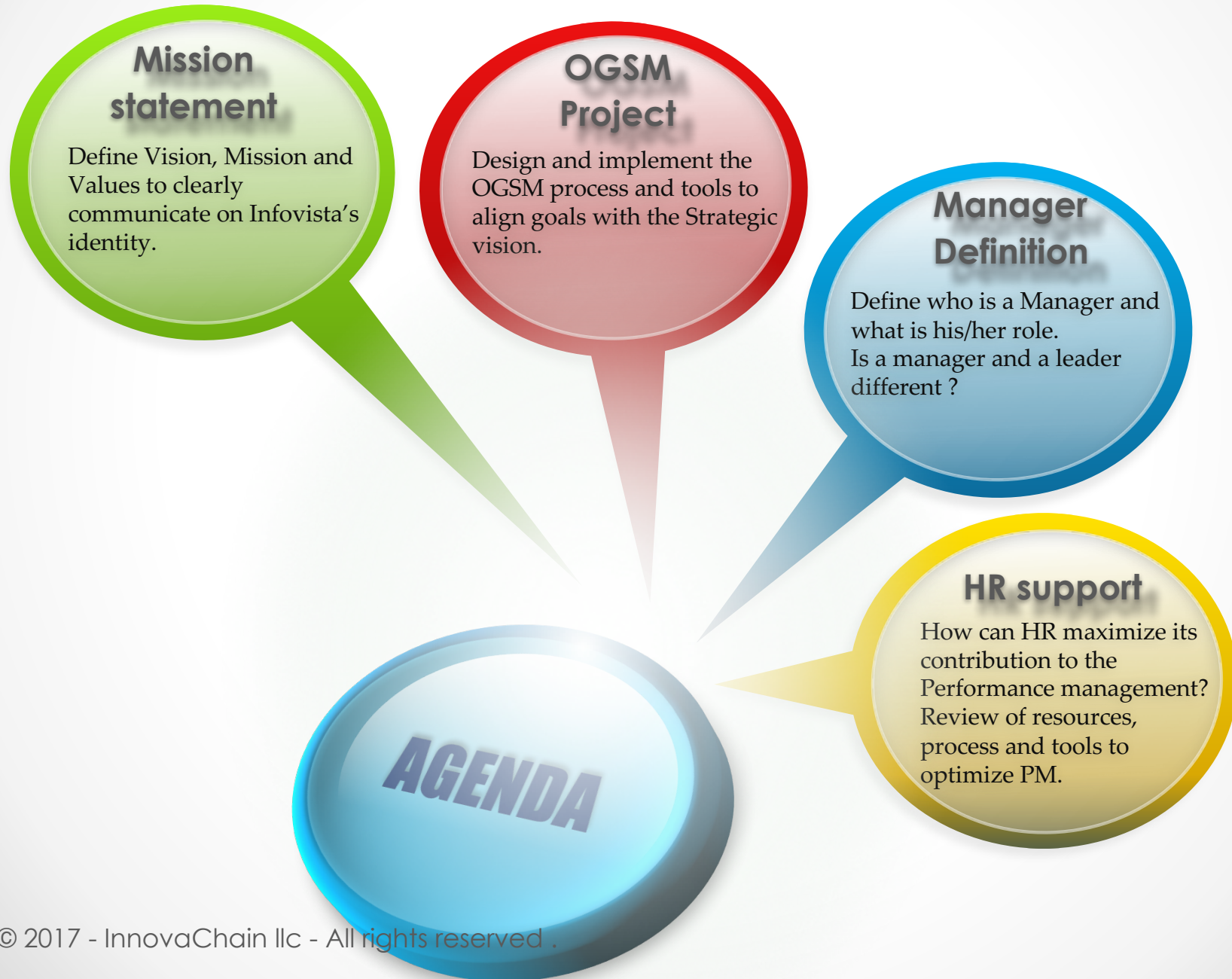


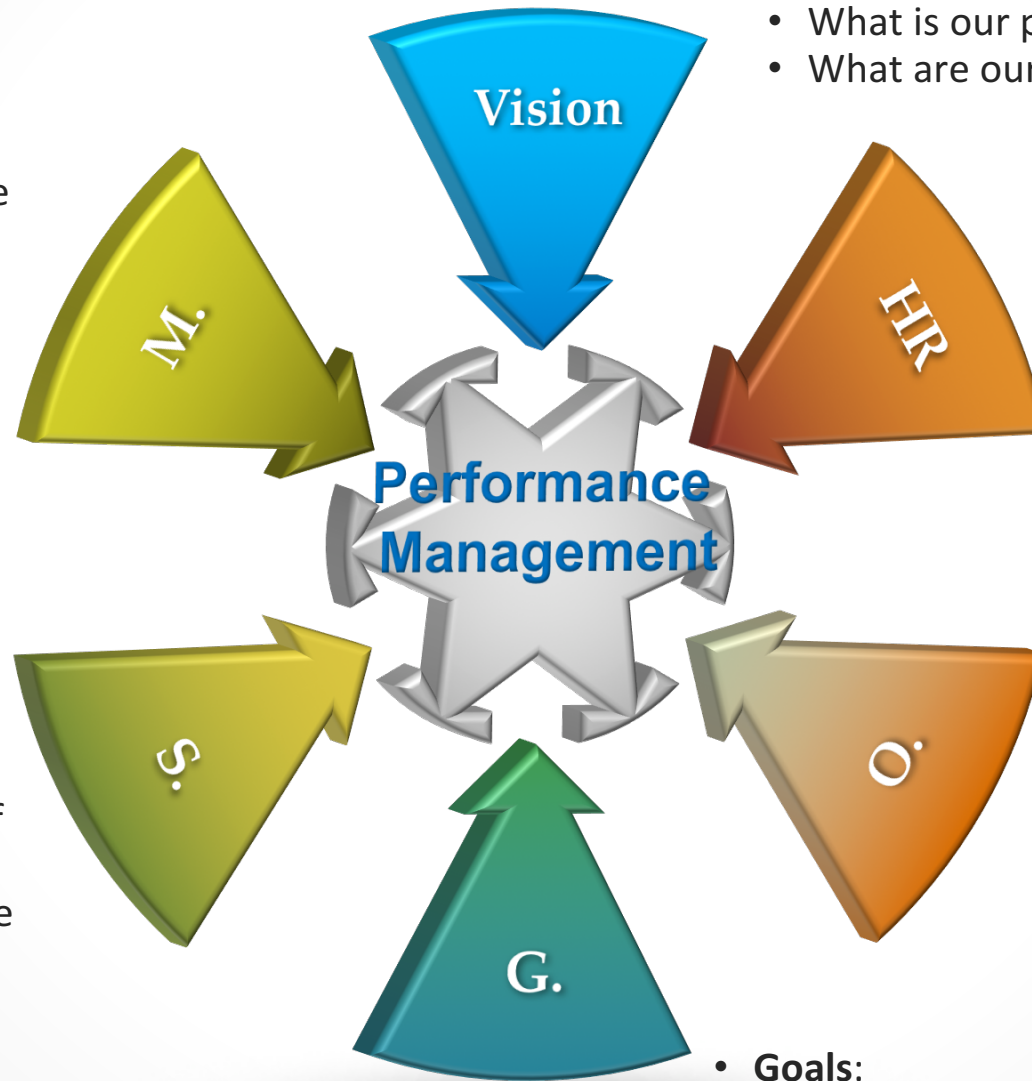
# Performance Management: Roadmap



# Performance Management: Action plan

- **Measures:**
- Sets of KPIs to analyze progress toward each target,
- Each strategy should have no more than 3 measures.

- **Strategies:**
- Specific description of programs, actions required to deliver the goals and meet the Objectives.



- **Vision Statement:**
- Who are we?
- What is our purpose?
- What are our values?

- **HR's role:** to facilitate Performance management,
- Provide process, policies, guidelines,
- Define a Manager,
- Define a Leader.

- **Objective statement:**
- What we need to achieve
- A customized, business-specific view of the company's future.

- **Goals:**
- Financial and operational targets,
- Translate the Objectives in quantitative terms.

# OGSM – 4 Step Action Plan



Once the OGSM is defined, the leadership team should think about the best way to communicate the key priorities.

Make sure your OGSM is aligned, defines what needs to be done and not done, is ambitious, and achievable.