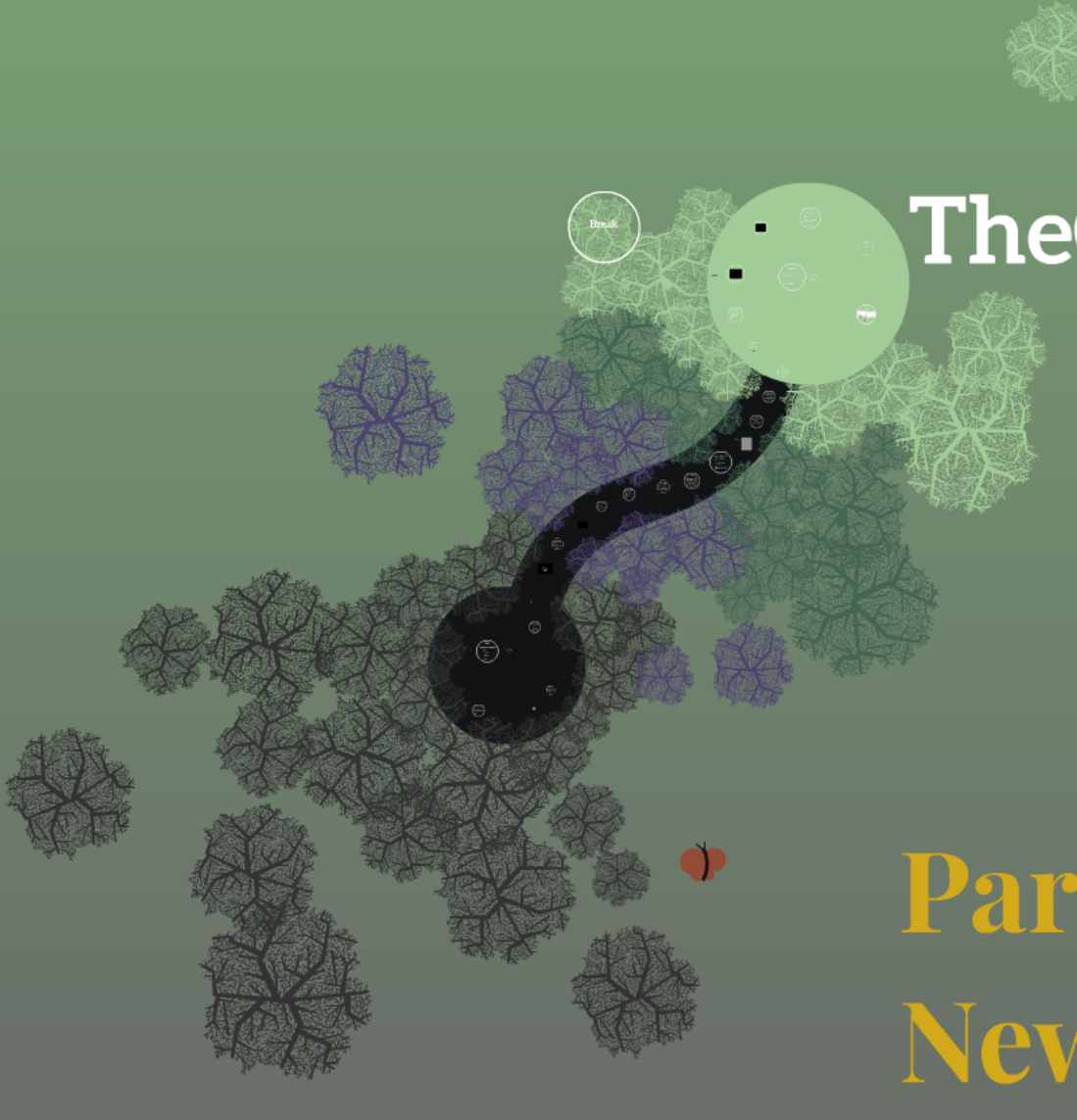


An abstract graphic on the left side of the slide. It features a large, dark, winding path that starts from a black circular node at the bottom left and curves upwards and to the right, ending at a light green circular node. Along this path are several small, semi-transparent circular icons. The path is surrounded by numerous smaller, branching structures resembling tree canopies or snowflakes, colored in shades of green, purple, and black. A small red ladybug is positioned near the bottom of the path. Above the path, there is a small white circle containing the word "Break".

TheCaseSolutions.com

Paragon Legal: A New Model (A)



TheCaseSolutions.com

Paragon Legal: A
New Model (A)

Today's Seminar

TheCaseSolutions.com

- Overview
- Increased Interest
- Benefits
- Steps of Performance Management
- Manager's Role in Performance Management
- Measures of Performance
- Case Study
- Challenges
- Final Thoughts

Steps

TheCaseSolutions.com

1. Plan

2. Monitor

3. Evaluate

4. Review

Manager's Effect on PM

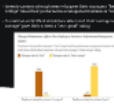
TheCaseSolutions.com

- Companies invest in world-class systems, but forget the importance of the people element
- Manager is key component, who gives the direction of the system
- Study on how manager affects effectiveness of the performance management system

Study

Employee rate managers on how much managers:

1. helped employee feel empowered
2. recognized or praised employees' achievements
3. cared about their employees
4. had regular discussion with employees



Monitor

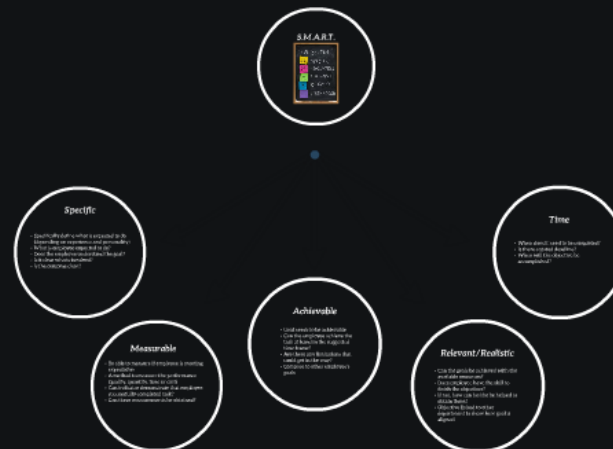
TheCaseSolutions.com

- Constantly measuring performance and providing ongoing feedback to employees and work groups on their progress toward reaching their goals
- Provides the opportunity to check on how the process is going and to identify and resolve any issues early
- Effective coaching
 - direction, guidance, and support
 - maximize strengths and improve weaknesses

Plan

- Setting performance expectations and goals for groups and individuals to channel their effort toward achieving organizational objectives
- S.M.A.R.T.

TheCaseSolutions.com



Review / Reward

TheCaseSolutions.com

- Important to communicate the results with employee
- Compare actual results to expected results
- Recognition for positive results
- Identify short-comes
- New cycle begins



Evaluate

TheCaseSolutions.com

- Evaluating employee performance against the elements and standards
- Summarizing performance /assign a performance rating
- Identify areas for improvement