

# Performance Motivation

**Performance Management in most organisations is under performing.  
Employees hate it.  
Managers hate it.  
And it doesn't have an impact on overall performance.  
Rather it has become a bureaucratic exercise which exists only to serve itself.**

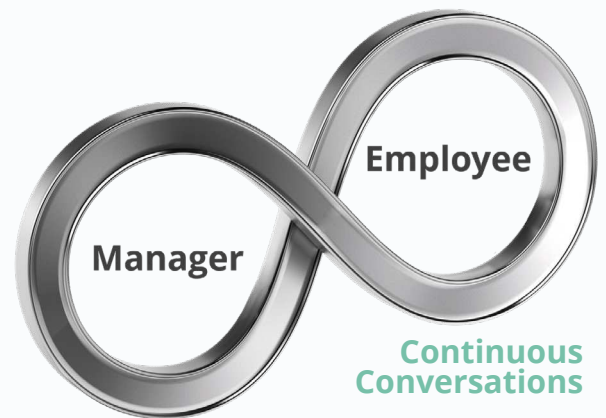
At OrgShakers we believe that you cannot manage performance – but you *can* equip managers to inspire and motivate it.

We will work with you to ditch the paperwork and refocus leaders on effective goal setting, regular and meaningful feedback, and structured employee development and progression conversations.

## Ditching the Paperwork

The biggest problem with performance management processes is that they have replaced the meaningful, day-to-day leadership of individuals with meaningless, infrequent administration.

OrgShakers have extensive experience in implementing technology-lite systems which support continuous, structured performance conversations between managers and their people.



## Effective Goal Setting

Most performance management processes are designed to tackle a minority of poor performers rather than inspire and motivate the majority.

As a result, managers typically spend much less time setting goals than they do reviewing them.

OrgShakers can work with you to design and implement a *Performance Motivation* process which helps managers spend the right amount of time setting well thought through, measurable goals which inspire high performance and support the development of teams and individuals.

*Are your managers spending their time reviewing poor goals at the end of the process, when they could be driving the organization forwards by inspiring great performance every day?*

## Feedback ... to Feed Forward

Research has shown that feedback has very little impact on performance. In fact, over one-third of the time it actually has a **negative** impact.

Furthermore, research has also found that, compared to men, women typically receive feedback that lacks clarity and is difficult to implement.

At OrgShakers we have proven expertise in helping managers make the transition from backwards-looking feedback to future-focused, actionable "Feed Forward".



## Development and Progression

Whether it is taking on new challenges, keeping on top of developments in their field, or planning for their next career move, clear and specific personal development objectives will help inspire to an individual's overall performance.

Correctly implemented, these personal development objectives can also form the basis of more effective Talent Management and Successor Planning activities.

That is why, by working with you to implement a performance motivation process that is right for your organization, OrgShakers can help accelerate sustainable growth right across your business.

Across a range of People disciplines, **OrgShakers** have the knowledge, tools, and expertise to support you in defining and implementing programs which will unlock the People Power within your organisation.

The way we deliver our services can flex to meet the specific needs of your organisation, so whether you need consultancy support, executive coaching, team workshops and training, business and employee insights, communications, HR systems, or organisation design – OrgShakers can help.

For more information please visit our website at: [www.OrgShakers.com](http://www.OrgShakers.com) or email us at: [hello@orgshakers.com](mailto:hello@orgshakers.com)

