

## *Performance Management of your most valuable resource*

### **Achieving A Step Change in Performance**

For many owners and managers it is difficult to find the time to stand back from the day-to-day running of the business to take stock of the performance and development of their most valuable resource — staff.

Good people management is at the heart of building a successful, high performance business. Management is all about achieving success through people. Manage staff properly and enable them to maximise their own contributions to the success of the business. Time spent on improving staff performance can deliver significant gains in sales, operations and profits.

This is particularly true in the current environment where most businesses are experiencing huge changes in their operations, their market and their competitive set. The need to take a good look at the fundamentals of their businesses and understand how they can improve performance has never been greater.

A properly thought out and well implemented Performance Development Programme will help drive a step change in the performance levels of your staff, in a positive and motivational way. This will deliver benefits for both the business and staff.

### *Why Introduce Performance Management?*

To deliver benefits for both the business and the staff. These extend from delivering tangible benefits such as increased sales and earnings to providing a basis for succession management.

### *Our Approach*

We will work with you to update your business objectives and to allocate them to the various teams and individuals. This will result in a statement of personal commitment by your staff to the goals and objectives of the company.

This commitment is reinforced by linking the objectives to the company's Rewards process. A Training programme, geared to the needs of the company, will ensure you have the skills in house to meet the company's strategic objectives.

### *In Short...*

The implementation of a properly thought out Performance Development Programme can result in enduring step changes in staff performance and significant growth in sales and profits.

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... personal commitment by  
your staff to the goals and  
objectives of the company