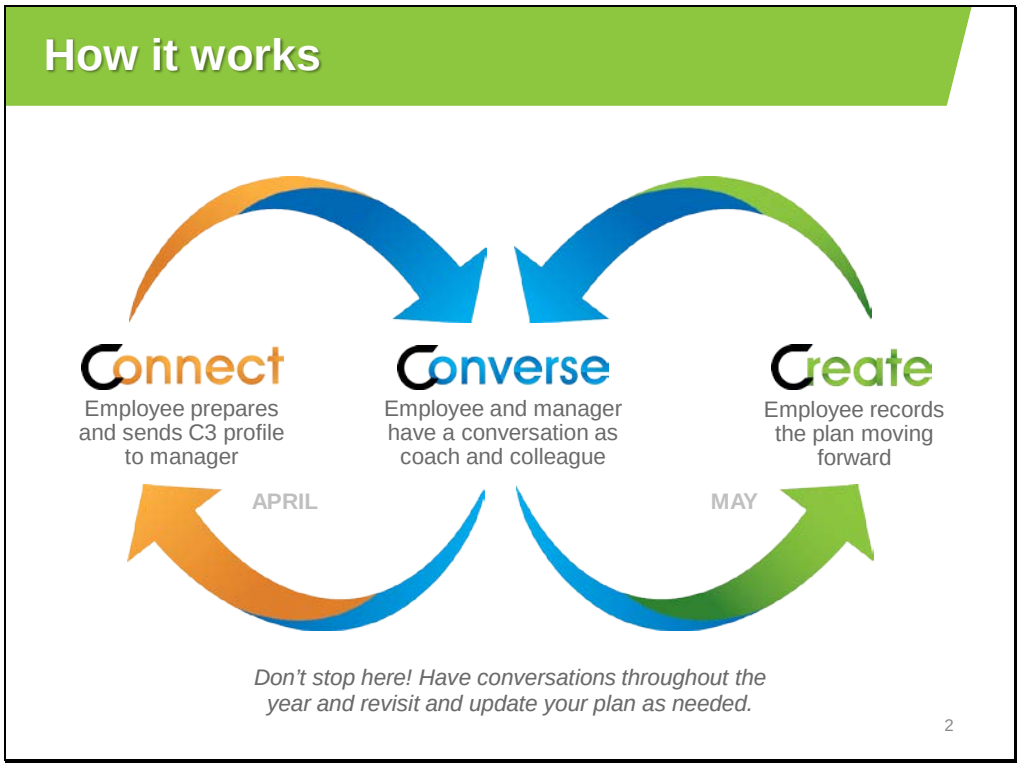
HARRT 2014 Retreat
Session 8
Saturday, November 8, 2014

Slide 1

Slide 2


How it works
Connect
Employee prepares and sends C3 profile to manager
Converse
Employee and manager have a conversation as coach and colleague
Create
Employee records the plan moving forward
APRIL
MAY
Don't stop here! Have conversations throughout the year and revisit and update your plan as needed.
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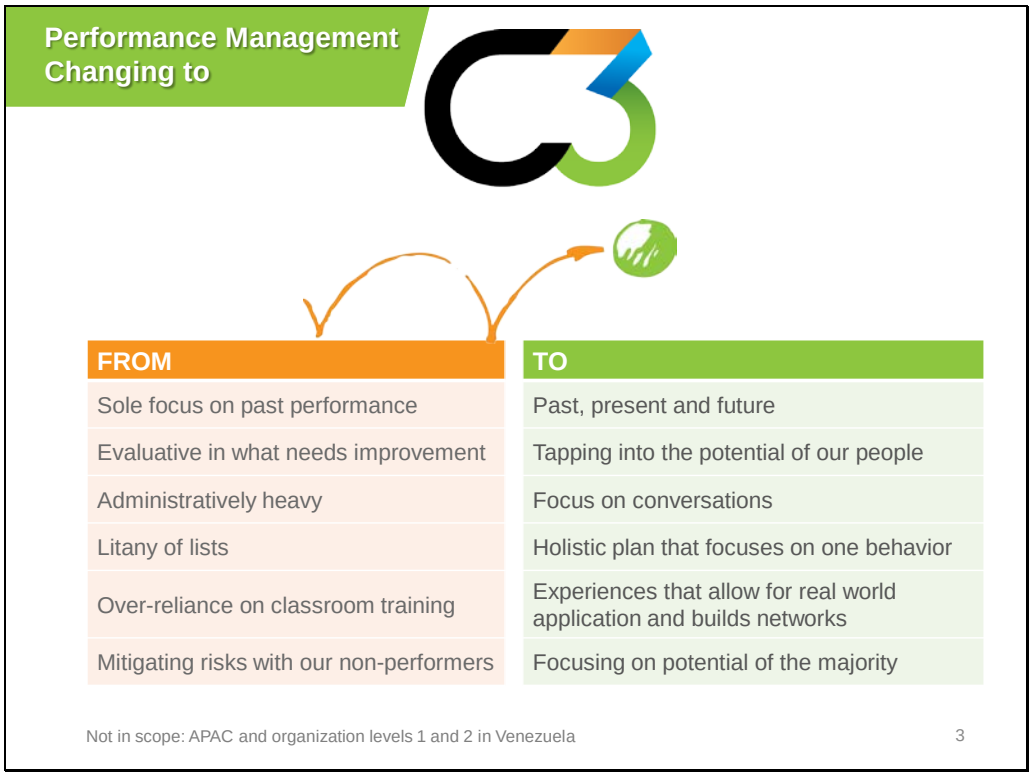
Slide 3


Performance Management
Changing to
FROM
Sole focus on past performance
Evaluative in what needs improvement
Administratively heavy
Litany of lists
Over-reliance on classroom training
Mitigating risks with our non-performers
TO
Past, present and future
Tapping into the potential of our people
Focus on conversations
Holistic plan that focuses on one behavior
Experiences that allow for real world application and builds networks
Focusing on potential of the majority
Not in scope: APAC and organization levels 1 and 2 in Venezuela
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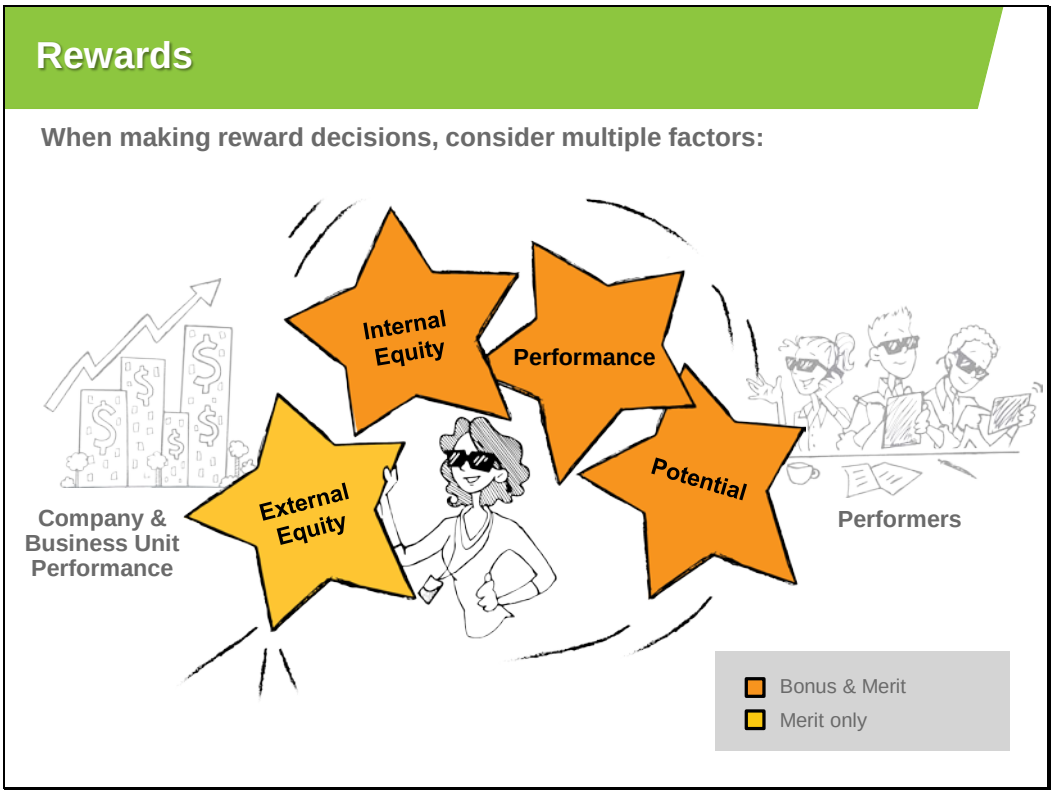
Slide 4


Rewards
When making reward decisions, consider multiple factors:
Internal Equity
Performance
Potential
External Equity
Company & Business Unit Performance
Performers
Bonus & Merit
Merit only

Slide 5

How it works

Connect

Connect your past, present and future

Connect provides the opportunity for employees to reflect on the past, present and future in preparation for conversations with their leader.

- Reference your plan
- Update your professional information
- Think about how your goals and accomplishments have impacted the performance of your team and the business. When you consider the impact you've had:
  - What makes you most proud?
  - What have you done to improve the performance of your team members and colleagues?
  - In what ways could you have tried something new or different?
  - Describe your most valuable learning experience this year.
  - How can SPE make better use of your talents?

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Slide 6

How it works

Converse

…as colleague and coach

Converse provides the opportunity for the manager and employee to engage in an open and honest conversation as coach and colleague. The conversation allows for dialogue about their respective reflections and prepares them to create a plan to move forward.

- Employee schedules the conversation
- Have the conversation
- No formal performance rating or written review!

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Slide 7

How it works

Create

…your plan to move forward

Create engages the manager and employee in crafting a focused plan that moves the employee, business unit, and SPE forward.

- Goals: What can I do to have the most impact?
- Development Theme: Explain the one behavior that if focused on will bring about improvements in your contributions.
- Experiences: Which experiences do I need to look out for to help me grow and contribute in an enhanced way?
- Network: What people or groups do I need to connect with to enhance my contributions and/or enhance the contributions of others?

Don't stop here! Have conversations throughout the year and revisit and update your plan as needed.

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