



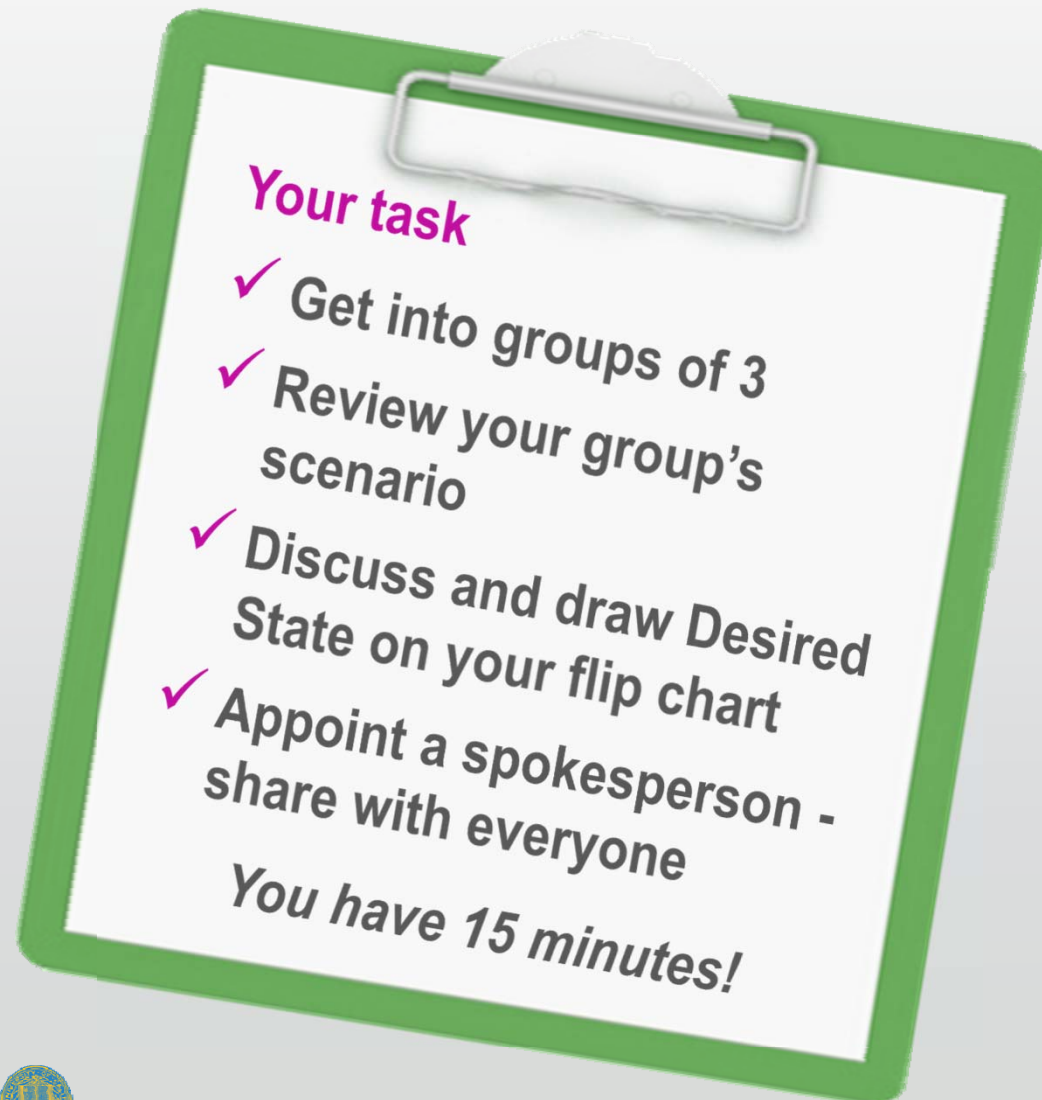
# HR: The New Evolution

## Performance Enablement: Your Turn! Scenarios

April 7, 2016



## Are you ready? Get set! Draw!



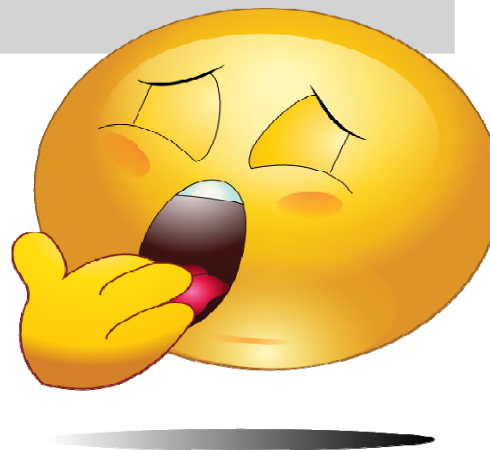
# Scenario 1

- How might we expand the portfolio of performance rewards to better motivate by talent segment? Does one size fit all?

## Current State

Segments	Performance Rewards
High potential employees	For all segments: <ul style="list-style-type: none"><li>• Merit</li><li>• Annual incentives</li><li>• Service awards</li></ul>
Entry level millennials	
Manager of managers	

## Desired State



## Scenario 2

- Why is defining performance upfront important? How do we ensure alignment across stakeholders?

Current State

Desired State

### Definitions of performance by stakeholder



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## Scenario 3

- What is the role of leadership in performance enablement?

Current State

Desired State

