

# Update on New Performance Appraisal System Implementation

Organization, Personnel and Technology  
Committee

Item 7d

October 10, 2011



# Key Components of *MyPerformance*

## *MyPERFORMANCE*

**12 MONTH PERFORMANCE PLANNING CYCLE**

### *PHASE I*

**ESTABLISH WORK  
PRODUCTS/GOALS  
AND  
PERFORMANCE  
COMPETENCIES**



### *PHASE II*

**INTERIM  
PROGRESS  
CHECKS**



### *PHASE III*

**FINAL  
PERFORMANCE  
ASSESSMENT**

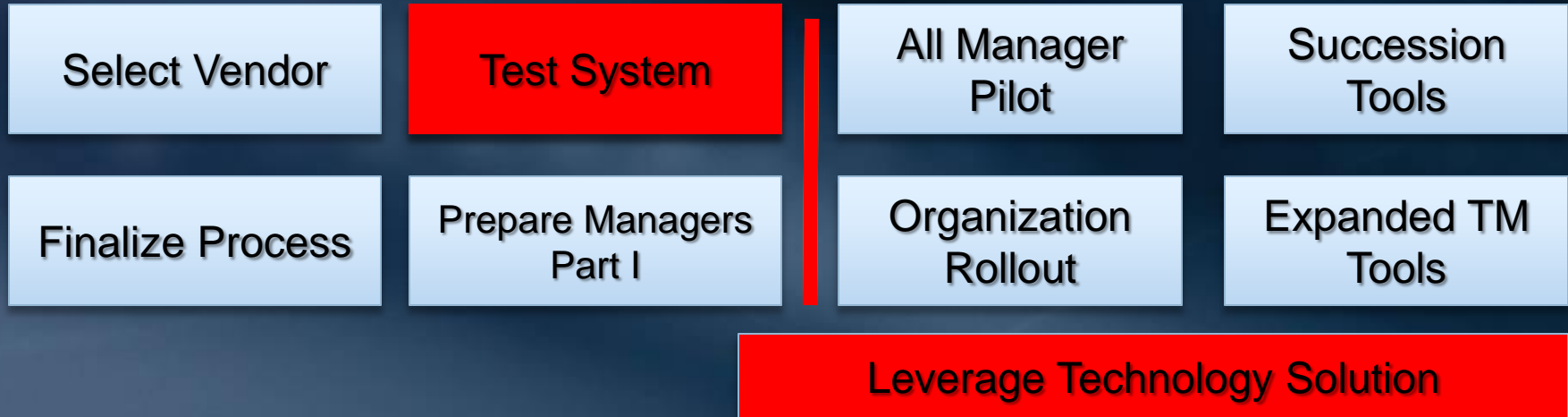
***ONGOING PERFORMANCE CONVERSATIONS***

# MyPerformance Deployment Plan

## ORIGINAL PLAN

Jan 2011

July 2011



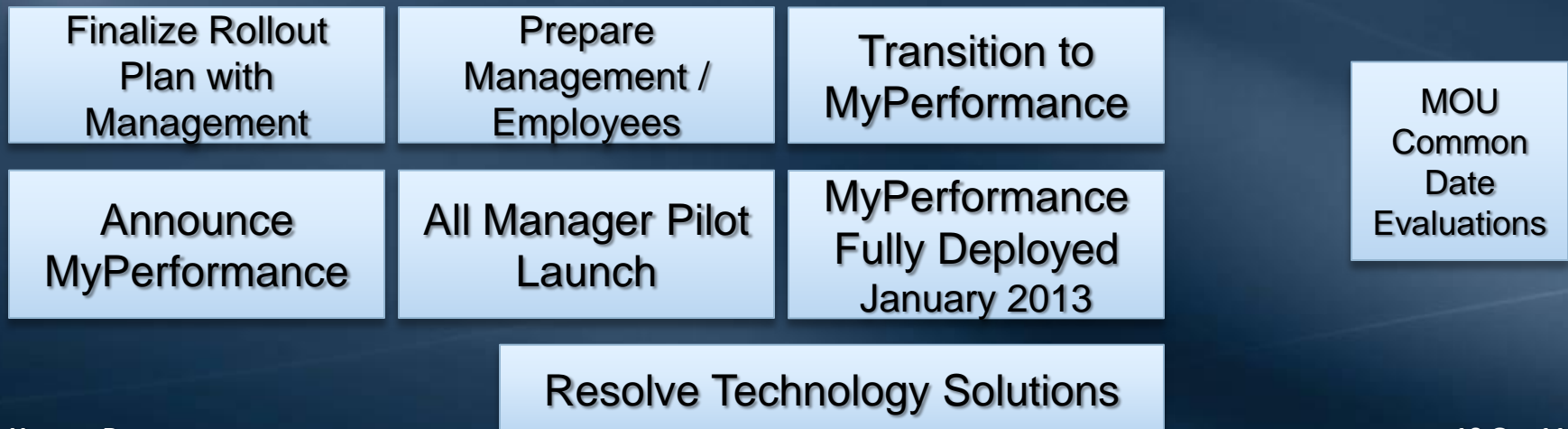
## REVISED PLAN

Oct 2011

Jan 2012

Jan 2013

July 1, 2013



# Foundations for Performance / Succession

## HIGH PERFORMANCE STANDARDS

- Fully Competent ✓
- Goals/expected accomplishments ✓
- Consistent performance competencies ✓
- Improved accountability tools
- Low performer issues addressed ✓

## EASY GOAL CASCADE AND TRACKING

- Alignment ✓
- Value delivery ✓
- Improved management reporting tools ✓
- 12 month performance planning cycle ✓
- MOU Common date 7/2013 ✓

## STREAMLINED APPRAISAL AND FEEDBACK

- Reduced manager administration time by >50% ✓
- Focus on timely performance conversations ✓
- Automatic notifications

## IMPROVED PERFORMANCE DOCUMENTATION

- Easy manager notes ✓
- Easy collection of employee comments ✓

## DEVELOPMENT PLANNING

- Development linked to performance feedback ✓
- Leverage MyLearning capabilities ✓

## FOUNDATIONS FOR SUCCESSION

- Easy management access to data / reporting ✓
- Talent profiles
- Talent search tools

COMMENTS  
OR  
QUESTIONS?