

THE ADVANTAGE OF BUSINESS ALIGNMENT IN MANAGING PERFORMANCE

The top strategic HCM priority for organizations now is aligning business objectives with their HCM processes. Based on the findings of Brandon Hall Group's 2018 Performance Study, it is easy to understand why. Organizations whose performance-management strategy is aligned with business goals get better results across the board.

About **70%**

of organizations that plan to make performance management changes over the next 12-18 months say the main reason is to provide more frequent feedback to employees.

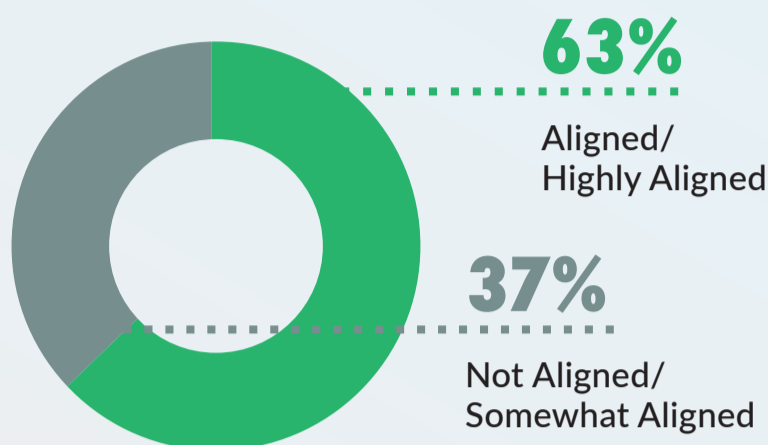
Organizations whose performance-management process is aligned with business goals are:

2½ more likely to have managers who coach effectively.

5 more likely to discuss growth opportunities with employees effectively.

These organizations also are **44% more likely** to have performance discussions with employees at least quarterly.

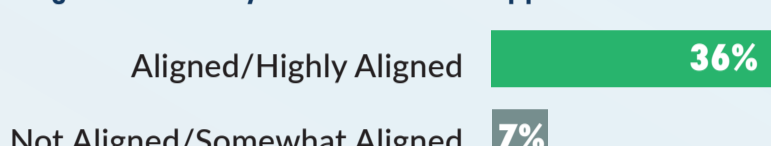
Formal Program to Training Managers to Coach/Mentor Employees



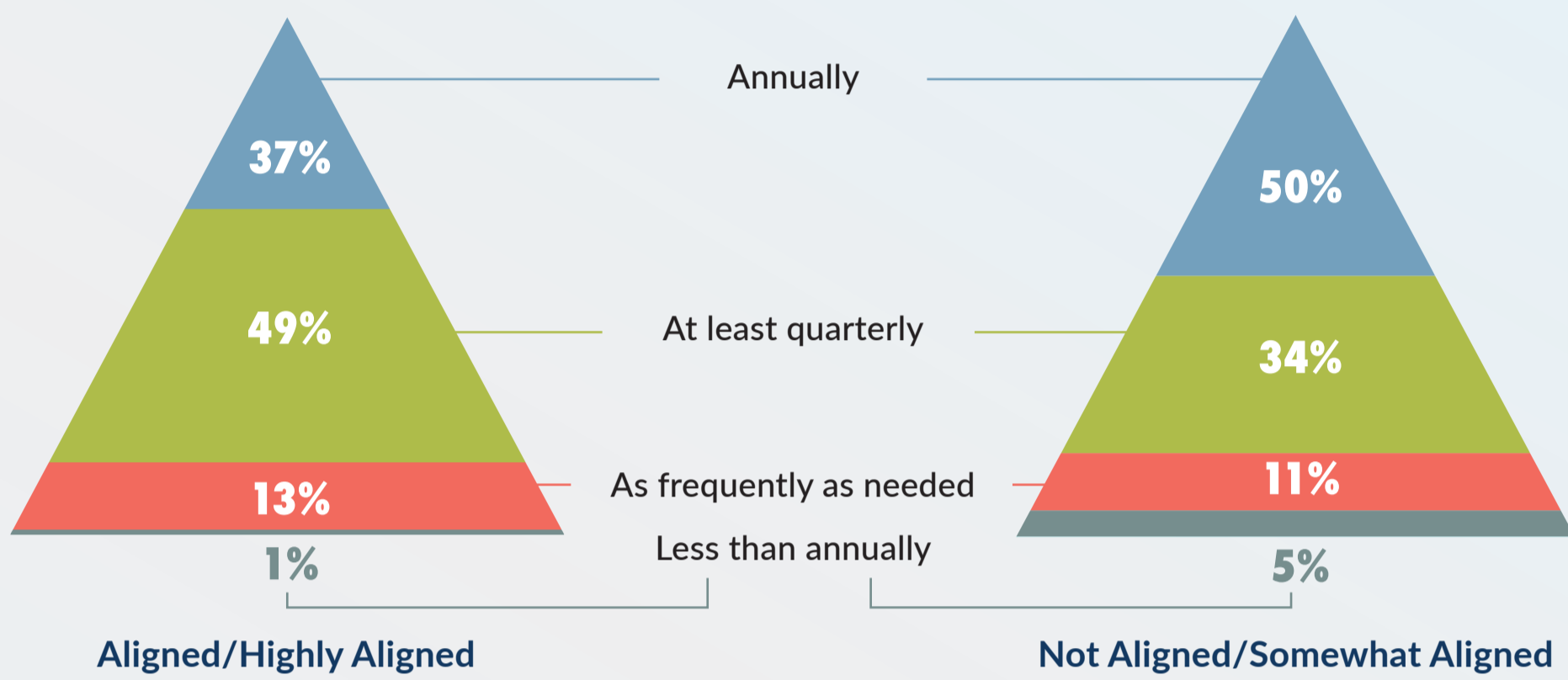
Effective/Highly Effective Coaching/Mentoring Program



Managers Effectively Discuss Growth Opportunities with Employees



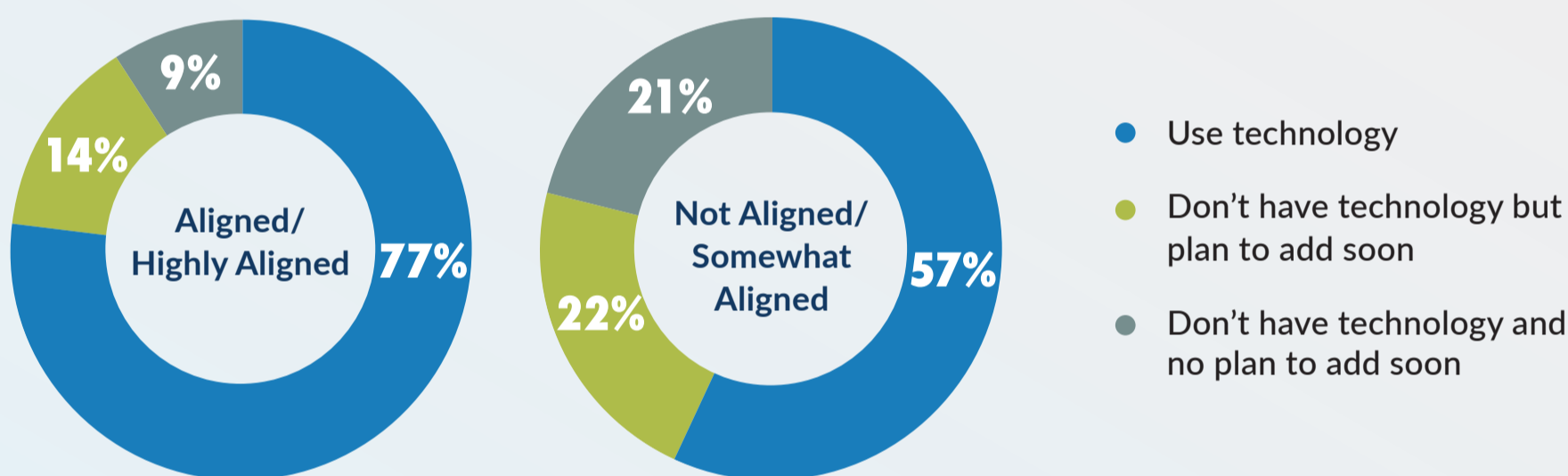
Frequency of Performance Discussions with Employees



PERFORMANCE ENABLER

Organizations with alignment between performance management and business goals are 35% more likely to use technology to enable performance management.

Use of Technology to Enable Performance Development



Alignment also makes it more likely to:

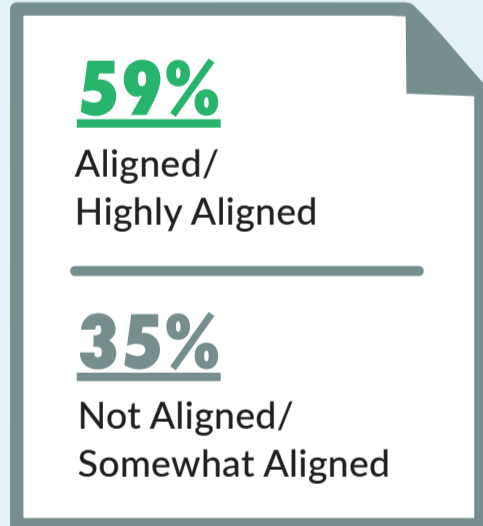
Solicit feedback from employees on the performance-management process

Provide rewards or recognition for good work to teams, departments and business units (as well as individuals)

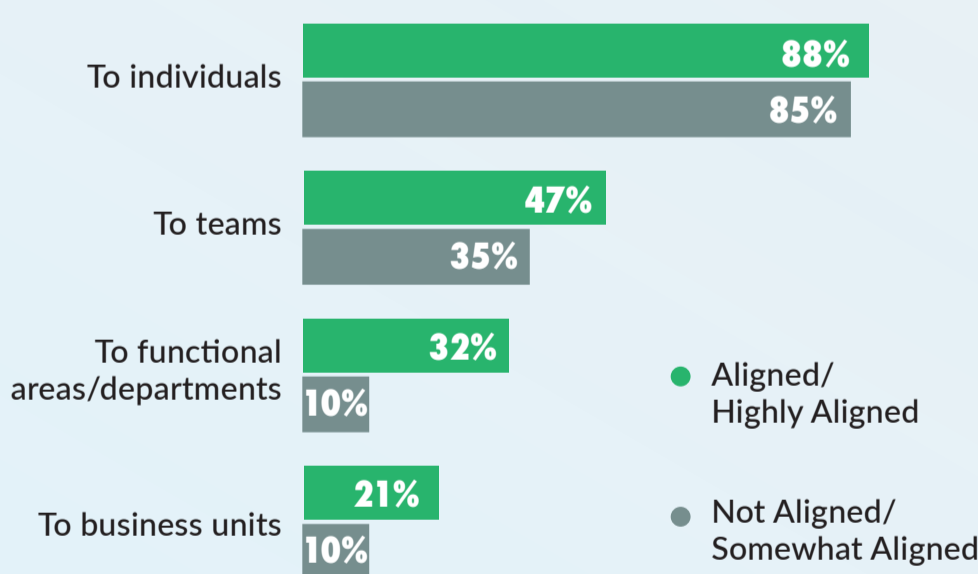
Use 360° assessments and peer feedback to evaluate employee performance

Extend performance management to teams

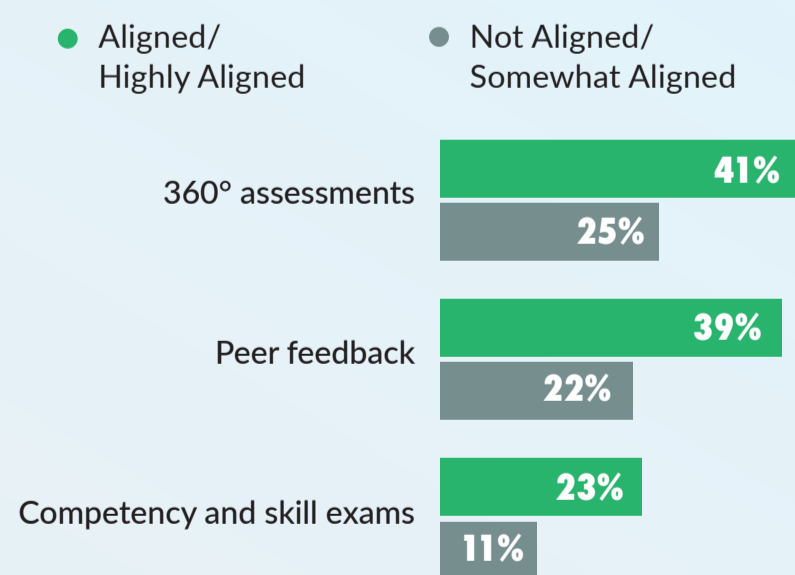
Regularly Solicit Feedback from Employees on Performance-Management Process



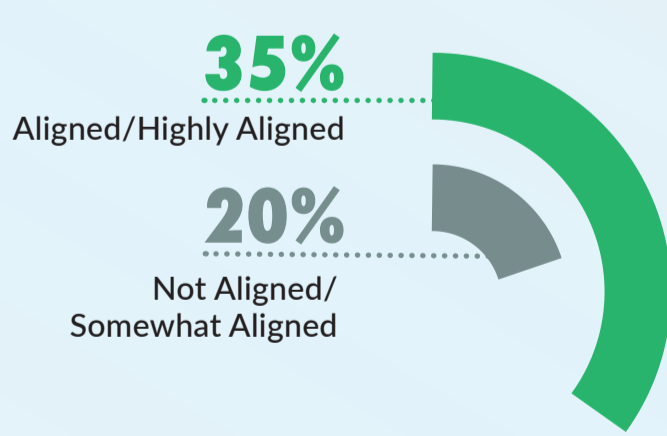
Gives Spot Rewards or Recognition



Types of Assessments Used in Performance Management



Formal Performance-Management Process for Teams



BUSINESS PERFORMANCE

Since the goal of managing and developing performance is to improve business results, it is not surprising that organizations aligning performance management with business goals get significantly better business results.

