



PERFORMANCE FEEDBACK

Made Simple

FOR SMALL BUSINESS OWNERS TO
CREATE A BETTER COMPANY CULTURE

www.fristlinehr.com



By Ray Lieber

INTRODUCTION

THE KEY TO HAVING A STRONGER COMPANY CULTURE IS HAVING A PERFORMANCE FEEDBACK SYSTEM THAT WORKS.

One of the most critical policies impacting culture is and has always been the Performance Feedback System.

Almost every business, regardless of its purpose, depends on its workforce to reach objectives. Successful results happen if the entire team understands what the company is trying to achieve and how their individual goals fit the “big picture.”

Therefore, effectively managing employee performance is critical to organizational success and company culture.

Despite this, performance management is difficult to do consistently and well. Over the years, we have learned that **the traditional annual review has not worked.**

Traditional once a year performance reviews have several flaws:

Takes way too much time even though there is only one formal review.

Real-time discussions are much more valuable than year-end conversations about performance.

Research now indicates that ratings reveal more about the people who give them because of the inherent biases of the rater.

The Performance Feedback Made Easy system shifts from the annual review to ongoing feedback throughout the year.

To learn more, read our [blog post covering this topic here.](#)

THE SYSTEM

Performance Feedback Made Simple



ONE

SET EXPECTATIONS

- JOB DESCRIPTION
- COMPETENCY LIBRARY
- TOOLS AND RESOURCES



TWO

COLLABORATIVE GOAL SETTING

- SHORT & LONG TERM
- S.M.A.R.T
- ALIGNMENT WITH THE ORGANIZATION



THREE

CHECK-IN MEETINGS

- PROGRESS
- COACHING GUIDES
- DEVELOPMENT



FOUR

BUSINESS OUTCOMES

- BETTER ENGAGEMENT
- IMPROVED TEAMWORK
- R.O.I



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ABOUT

FIRST LINE HR IS YOUR HUMAN RESOURCES ADVISOR AND CONSULTANT. WE TAKE CARE OF THE PEOPLE SIDE OF BUSINESS.

Our services include: talent aquisition, leadership development, HR department audits, coaching & consultation, team building, company culture assessment, and crisis management.

To learn more about those services or get in touch with us, click the button below.

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