

Appraisals: The Problem!

- Traditional performance appraisal relies on lots of paperwork that can distract from meaningful conversations
- Often, subjective 5-rating scales are used that can end up being demotivating
- Performance appraisals generally run across a six or twelve month, inflexible format
- Everyone gets the same one-size-fits-all approach – whether I'm a great or poorer performer!
- Objectives are poorly-worded and written in 'job description jargon'!
- The paperwork often includes unnecessary 'school-report' style employee/manager comments and 'management-speak' competency/behavioural frameworks
- There is often a subjective link to pay and bonus that doesn't always go down well!



LIGHTBULB PERFORMANCE

Ditch Traditional Performance Appraisal!



- Welcome to 'Chinwag'!
- Our simple system is based on a *prompts, not paperwork* and an 'as, if and when needed' flexible approach across the 365 days of the year: The holy grail for managing performance and development!
- Optional extras available will also '180 flip' how you currently design job descriptions and competency/behavioural frameworks
- A new role for HR to help keep things alive and kicking
- Includes access to Goal Finder (see following pages)
- **Free review of your current process**

'Chinwag': Ditch Appraisals!



LIGHTBULB PERFORMANCE

Goal Finder for Powerful Performance Objectives

- Only 40% of performance and development objectives are well-crafted (CIPD)
- Goal Finder is a searchable, online database with hundreds of example objectives to inspire you when managing performance and development: Just type in a relevant word and up they come
- No more copying last year's objectives, writing wishy-washy corporate-speak or just writing objectives that are basically 'carry on doing what you are doing anyway'!
- Annual subscription £199 – Ask for a FREE trial
- Ask us about **Goal Finder +** : We create the Top 30 most relevant objectives specific to what happens in **your** organisation and its teams



LIGHTBULB PERFORMANCE

Chinwag: The Essentials



Consultancy

- Provision of all documents/ processes and consultancy/ tailoring as required
 - Includes '3 months on' MOT
 - Advice around pay/bonus mechanisms
 - £1195 plus VAT
- Alternative 'show and tell' consultancy option: Taking you through the Chinwag process/ recommendations re your current system (templates, docs, launch PowerPoints etc not then supplied) - £499 plus VAT



Management Training

- Managing performance for 'overnight results'
- Includes designing powerful objectives in a unique way
- How to manage A/B/C performers in different ways
- Getting the behaviour you want – 'overnight'!
- Includes launch of Chinwag process, how to use it etc
- Half-day workshops - £895 plus VAT

LIGHTBULB PERFORMANCE

Chinwag: Optional Extras For Better Results (fees exclude VAT)

'GOAL FINDER' FOR GREAT OBJECTIVES

- A unique, online searchable database. Type in some keywords and example objectives appear
- £199 plus VAT for annual subscription or for £399 in year one:
- *Choose Goal Finder +:* We design 20 objectives relevant to your teams

MANAGERS KPI/ OBJECTIVE SETTING SURGERIES

- 121's with Managers to help them design powerful objectives/KPIs
- 45-minute sessions - £99
- *Coach-the-coach workshop* for selected people to learn the design skills to help others - £499

'MAKE MYSELF INDISPENSABLE' TRAINING FOR TEAMS

- Launching the new 'system' to teams
- Giving them a 'magic trick' set of techniques to help them to get the well dones, career, money, satisfaction etc they want!
- 90 min sessions – £399

DAY JOB 'SUCCESS GUIDES'

- A plain-English approach to job descriptions for each role
- Focused on the key results that get people a 'well-done'
- Built-in flexibility to keep them 'alive' day-to-day
- Document design: £100 an hour

'PLAIN-ENGLISH' BEHAVIOUR GUIDES

- Behaviour guide for employees
- Shows what real-life performance looks like at three levels
- Working party from your organisation help define the plain-English see/hear behaviours
- Frameworks from £895

'POWERFUL KPI'S' WORKSHOP: 'ONE DIRECTION!'

- A new way to design great team measures/KPIs that include an 'early warning system'!
- Helps managers to then drive team member performance
- Workshops from £895