

Appraisals: The Problem!

- Traditional performance appraisal often relies on lots of paperwork and process
- Everyone gets the same one-size-fits-all approach – whether I'm a great or poorer performer!
- Performance appraisals generally run across a six or twelve month, inflexible format
- Subjective rating scales and tenuous links to pay and bonus that are often unpopular!
- 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
- Going online or using third party software is just replacing paper with clicks and screens admin!





Appraisals: The Solution

- Welcome to 'Chinwag': Flexible 121 conversations on an if, as and when needed basis. No more one-size-fits-all!
- Our simple 'low-tech' process is based on a *prompts, not paperwork* approach across 365 days of the year: If you're happy with your team member's performance and they are happy with how things are going then the process you follow with them is different and quicker than with someone who may want/require more attention.
- A completely different approach to objective-setting: Move on from the SMART cliché to something that is more powerful and tangible.
- Optional extras available will also '180 flip' how you currently design job descriptions and competency/behavioural frameworks.
- 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) – we have **three solutions** to choose from:
- **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 24 hour trial
- **Goal Finder Plus** : Ongoing email support for Managers to help them build powerful goals/objectives/metrics – From £79/month
- **Goal Finder 121** : Goal/objective-setting/metrics 121 surgeries with Managers – 30 min sessions - £75/person



LIGHTBULB PERFORMANCE

Chinwag: The Essentials



Consultancy/Process

- Provision of all documents/ processes and consultancy/ tailoring as required
 - Advice around pay/bonus mechanisms
 - £1199 plus VAT
- Alternative 'show and tell' consultancy option: Taking you through the Chinwag process plus recommendations around your current system (Goalfinder, templates, docs, launch PowerPoints etc not provided afterwards) – £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 - £995 plus VAT



Ongoing Support

- 'Goal Finder' access for Managers
- Ongoing email support/Q and A to help Managers create amazing objectives
- 'MOT' review twice a year for troubleshooting and continuous improvement
- From £79 a month/billed annually

LIGHTBULB PERFORMANCE

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

'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 £995

MANAGERS KPI/ OBJECTIVE SETTING SURGERIES

- *Goal Finder 121* with Managers to help them design objectives/KPIs
- 30-minute sessions - £75
- *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

RESULTS-FOCUSED JOB DESCRIPTIONS

- A plain-English approach to job descriptions for each role
- Focused on the key results that get people a 'well-done'
- 'Career ladder' design for key teams
- Starts at £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