

## Focus on Performance Improvement

### **Aligning performance with business strategy?**

Businesses have to balance three key factors when aligning people performance with business objectives. **Competitiveness** which means a focus on the development of people who act to positively differentiate and deliver the business in today's marketplace. **Core competencies** which may force a focus on soft or hard capacities or skills that will overlap with other competing businesses. **Capacity for Innovation and Change** which places a focus on ensuring that the people in the business can transform or create solutions in the face of new competitive or other pressures.

### **How taranis-PHI can help?**

taranis-PHI focuses on enabling organisations to align people performance with business strategy in a way that optimizes competitiveness, ensures core competencies are defined and properly assessed, whilst identifying metrics that enable the organization to understand the potential its people offer for engaging in or responding to change. taranis-PHI can deliver this focus on performance in the process-efficient and easy-to-use performance management system provided by its online talent management partner **Halogen**.

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### How to deliver an effective performance management system

taranis-PHI works within a framework of principles known to drive effective performance at work:

- **Clarify business objectives** based on the organization's key performance indicators and on its current 'as is' and possible future 'to be' business models;
- **Understand how people in different roles contribute to success** by ensuring that business objectives are cascaded down through line managers and team leaders so that everybody understands how they can contribute to business success—if necessary introduce or re-define a competency framework that is compatible with business strategy;
- **Define achievable goals**—people will respond well if they are set clear and meaningful goals, particularly if they can contribute both to the process of setting these and in defining the steps they will take to accomplish goals;
- **Use meaningful performance measures** based on observable behavior, if a scale or numerical measure of performance is going to be used make sure that it is fully accepted by line managers and employees and validate resulting metrics against actual business performance;
- **Provide meaningful feedback** in a way that guides improved behaviour and allows people to take control over their own improvement. Use psychometric assessment in addition to performance appraisals to help people understand what their underlying strengths, potential and development needs are and how they can adapt their behavior in the future.

### Delivering effective performance management requires:

**Performance measurement framework** including measurable **Performance Goals** derived from Business Strategy and KPIs, **measurable Values** driven from Business Brand and Ethos, and a full **Competency Framework** capturing core behaviours and skills required of each role.

### Online performance assessment options:

Online solutions ensure process-efficiency while results can be integrated with learning & development programmes and within talent metric dashboards—options include:

- **Online competency-based assessment system (360)** — assessments are based on your competency framework and are combined with the use of psychometric tools to allow metrics for potential and performance to be merged;
- **Online performance management system**— taranis-PHI can help you re-write your performance assessments for hosting on your in-house online appraisal system;
- **Full integration within an online talent management system** — taranis-PHI is partnered with **Halogen**—performance appraisals can be directly integrated with learning management & succession planning.

taranis-PHI provides these consulting and service options to business organizations:

- **Talent assessment strategy**
- **Online Psychometric Assessment**
- **Design of custom business simulations**
- **Focus on performance improvement**
- **Audit of assessment processes and systems**
- **Design & Evaluate the HR Tech User Experience (UX)**
- **Talent solution procurement & programme management for HR**

*taranis-PHI provides consulting services and solutions to improve business performance. Our people are professionally trained, very experienced and fully accredited by the British Psychological Society (BPS), the UK Health & Care Professions Council (HCPC) and the European Federation of Psychologists Associations (EFPA).*



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