

Introduction to performance management

At the end of the day, it has got to be one of the primary responsibilities of every manager to ensure that each and every employee they are responsible for, is working fully efficiently and effectively at all times.

Any less than that and the manager concerned may find that they are not able to achieve their own objectives or targets, or perhaps they or other members of the team will end up working longer hours as they 'carry' their under performers. As an alternative, it may be that they can still achieve their goals, but could have done even better or achieved them more easily had every member of their team been fully efficient and effective during the year.

And even if you just have one under performer in every team of ten, multiply all that under performance across the organisation and you may find that on any particular day, the business as a whole is under performing by 10% or more! What a frustrating waste of time and money!



If 'the wheel is turning, but the hamster is dead', stop kidding yourself that 'they're not quite up to it, but hopefully they'll get better given time'. Definitely time for some drastic action!

