



6 COACHING CONVERSATIONS FOR PERFORMANCE.

RETHINKING TRADITIONAL PERFORMANCE REVIEWS.

The traditional annual performance review is “a process that looks in the rear-view mirror, that’s focused on what you’ve done a year ago. That just isn’t current with how we’re working and how many of the employees that we’re looking to attract or grow have been raised.”

Donna Morris, CHRO at Adobe



PERFORMANCE REVIEWS DON'T IMPROVE PERFORMANCE.

We need to move the mindset from performance review to performance development.

We've taken the insightful work of Tim Baker in his book, 'The End of the Performance Review' and applied our unique approach to finding a practical implementation for our SME clients.



6 COACHING CONVERSATIONS

- One 20 minute conversation a month
- 6 different topics rotating
- Identifying success indicators for the role which link back to the strategic goals of the business
- Including a 6-monthly review of the factors that indicate success in the individual's role
- Discussing the team member's approach to work through the 4 non-job-role conversations



BENEFITS

- Encourage effective dialogue in appraisal meetings
- Facilitate less stressful encounters between Managers and their people
- Help build good relationships with team members
- Develop people's skills based on their strengths
- Regular opportunity to give guidance & address issues
- Greater agility – faster pulse in giving corrective feedback

DEVELOPMENT FOCUSED CONVERSATIONS

Month	Topic	Purpose
1	Climate Review	To measure job satisfaction and morale.
2	Strengths and Talents	To identify and develop innate abilities.
3	Opportunities for Growth	To improve performance and standards.
4	Learning and (Career) Development	To identify and support future learning opportunities.
5	Innovation and Continuous Improvement	To improve own and team's effectiveness in line with business needs.
6	Role Success Indicators, Position Clarity and 4 Non-Job Roles	To link performance to KPIs and discuss behavioural fit. This is the most formal part of the performance discussion.



Let us create effective coaching conversations with you.
Chat to us about how we can help.

Phone 07 4765 3456 www.focushr.com.au

