

PMGM – manual for IL employees



Performance and goal management

Performance management and Goal management standardises approach to management, leadership, and development of IL employees.

- **The new module features:**
 - Setting of goals and their continuous evaluation, regular communication of superiors with their teams.
 - Giving feedback and request for feedback from internal/external co-workers.



Performance and goal management

- **The new module features:**

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- Planning of activities for personal development and to improve performance.
 - Continuous evaluation of achievements and a possibility to link them to specific goals.
 - A mobile app enabling continuous performance evaluation.
 - Non-stop access to data in PMGM via the Internet for both superiors and IL employees.



Performance and goal management

- PMGM will allow superiors to use performance management as a tool of continuous evaluation and to develop individuals and teams so that they can achieve both the department and company goals.

PMGM overview

GOALS – use this section to see your goal, you can also comment on the goals and also edit or add them

PERFORMANCE – in this section you can see your evaluation form and complete self-assessment

CONTINUOUS PERFORMANCE (CPM) – use this section to: regularly communicate with your superior, link achievements and activities to goals,

CONTINUOUS FEEDBACK - request or submit feedback.

DEVELOPMENT - use this section to see your development goals (similar to the Goals section which shows performance goals), you can also comment on the goals and also edit or add them

