

PMGM – manual for superiors and HRBP



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:**

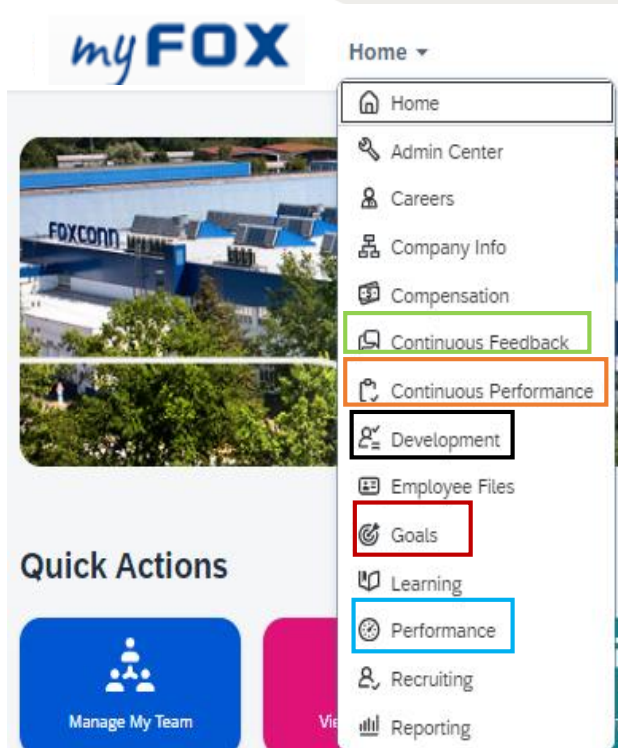
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- Planning of activities for personal development and to improve performance.
 - Continuous evaluation of achievements and a possibility to link them to specific goals.
 - A mobile app enabling continuous performance evaluation.
 - Non-stop access 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/add/update goals (yours and yours subordinates), you can also comment on the goals

PERFORMANCE – in this section you can see your and your team member’s evaluation forms and also here you can complete (self)assessment

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

CONTINUOUS FEEDBACK – request, ask or submit feedback

DEVELOPMENT - use this section to see/add/update your development goals (yours and yours subordinates)