

Utah Association of Counties



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The State of Performance Management

What's out?

- Forced rankings
- Annual appraisals
- Dictated performance expectations

What's in?

- Ongoing performance discussions
- Behavioral expectations
- Career development discussions



What DHRM Rule Requires

1. Performance plans and evaluations need to be completed in UPM
2. Each career-service employee must have an annual performance plan with relevant goals/objectives
3. Supervisors must give regular written and verbal feedback to employees based on the performance and behavioral expectations found in their plan

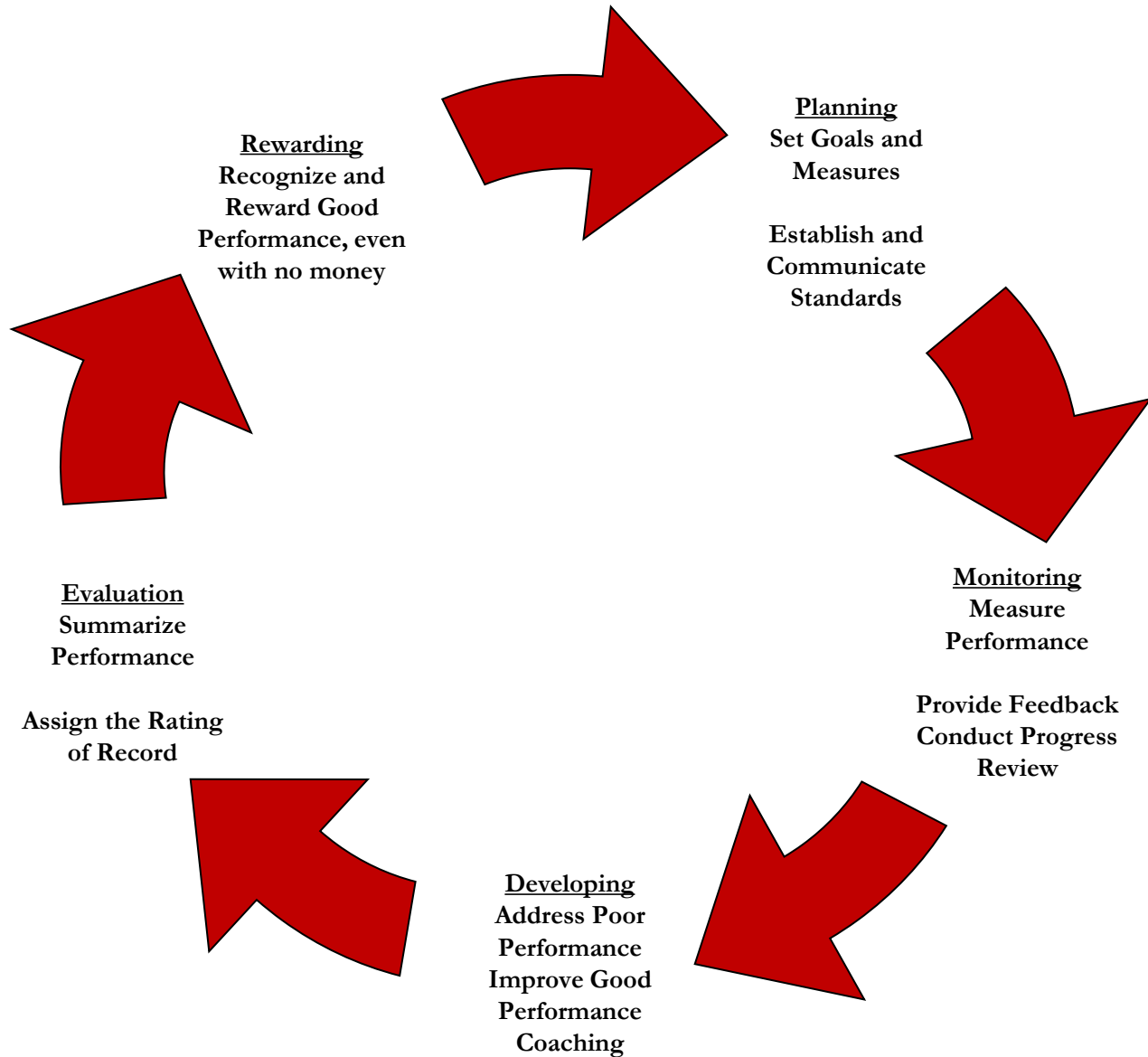


What DHRM Rule Requires

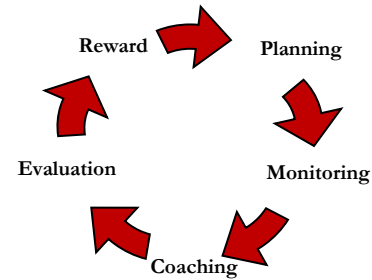
4. Each fiscal year an employee must receive a performance evaluation
5. Employees have the right to include written comments pertaining to their performance evaluation
6. Probationary employees shall receive a performance evaluation at the end of the probationary period.



Performance Management Cycle



Performance Management Cycles



Performance Management Cycles

- Why within a plan year would multiple cycles of performance management be desirable?
 - Priorities change
 - Project-based work
 - Performance management vs. performance evaluation



Performance Management Cycles

- Why within a plan year would multiple cycles of performance management be desirable?
 - Employees want constant feedback
 - Unlikely to get goals/standards right the first time
 - Goal setting is an iterative process



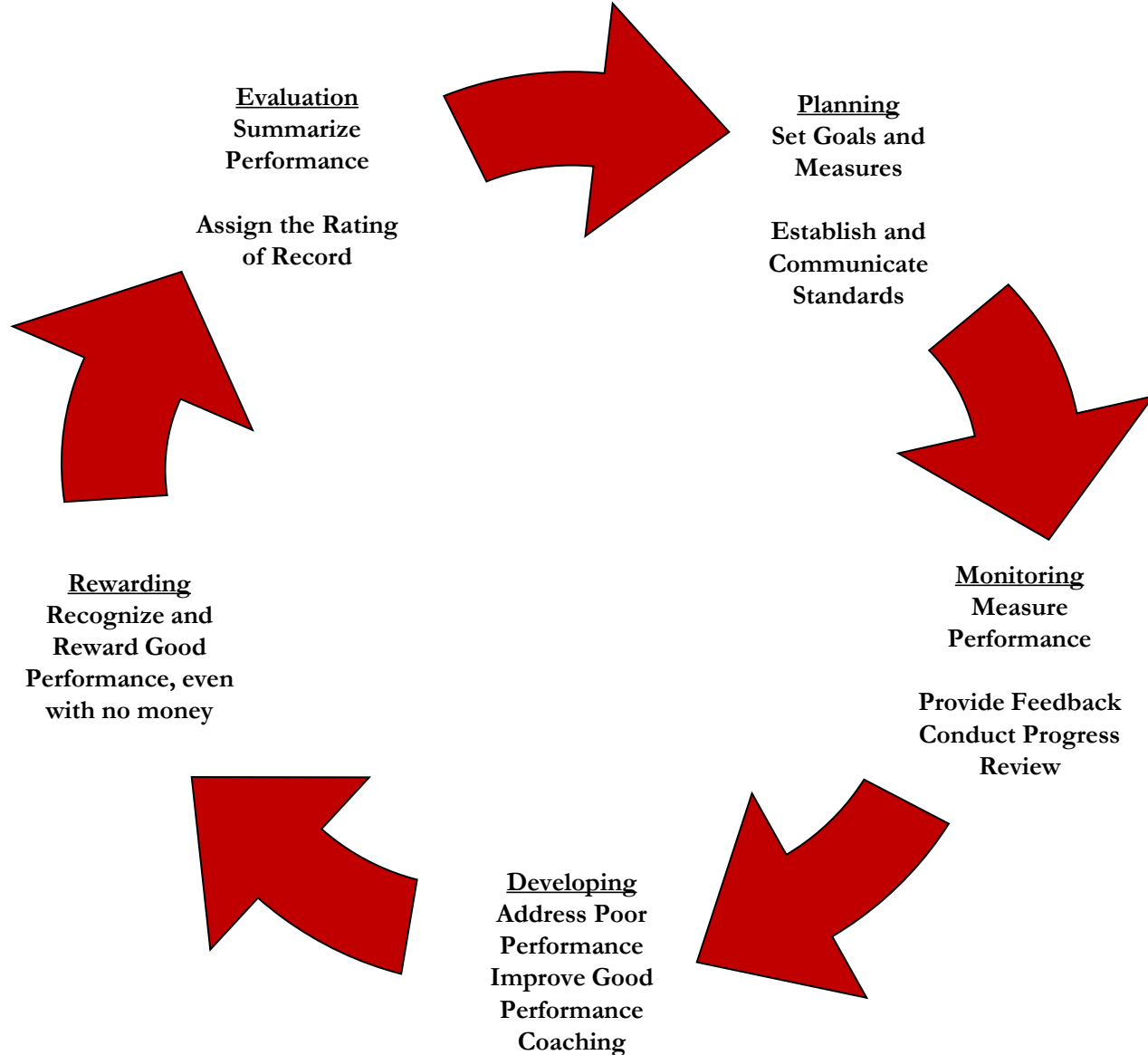
Motivate Employees to Excel

- Feedback is critical
 - Some of us get feedback from the work itself
 - Oftentimes feedback from external sources is required
- We respond well to goals
 - Particularly goals we've had a hand in setting
 - And that are meaningful to us



Performance Management Cycle

Revisited



SMART Goals

Specific

Measurable

Acceptance

Reach/Relevant

Time-Specific

Will the way I've written the objective help me to motivate the employee and hold the employee accountable?

Do I describe work-activities or behaviors and accomplishments?



* Goal Title

* When will the goal be accomplished? (Expected completion date)

3/30/2010 to 06/30/2010 (MM/DD/YYYY)

Time bound

**Reach/
Relevant ?**

What will the employee accomplish? (Expectation)

Specific

How will the employee accomplish it? (Strategy)

What support is needed for success? (Support required)

Accepted

How will success be measured? (Measure/expected outcome)

Measurable

<< Previous

New

Inactivate Goal

Save

Next >>

Cancel

Plan is ready for Evaluation

Goals

[Show Inactive Goals](#) | [Show Agency/Team Goals](#)

DANIEL CHASE - (ANNUAL 08/17/2009) GOALS

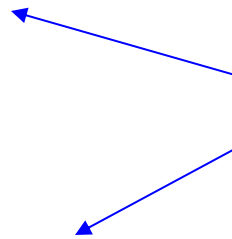
Agency Goals:

- 1. Lead the way in public HR by:
- 2. Increasing customer service
- 3. Increasing efficiency
- 4. Expanding the capacity of managers to manage

Team Goals:

- Develop and implement active recruitment strategies
- Increase the use of data and data integrity to support customer agency and field office operations
- Pursue improved understanding of customer agency strategic HR needs and align HR efforts towards them
- Work with customer agencies to implement UPM

Relevant



New Goal

Suggested Performance Plan Goals

1. Do your job
2. Complete your projects
3. Get along with others
4. Abide by policies and work standards
5. Keep me informed
6. Develop professionally
7. Lead others (when applicable)



What are your questions?

thank
you

