



The 5 Steps Managers Should Be Taking After Employee Performance Reviews

Performance reviews help companies and their managers evaluate an individual's performance, but what they don't do is help those employees improve their performance. Sixty-two percent of employees say they don't see changes occur from feedback they give¹ – but who is actually to blame?

It's not enough to talk to employees about their achievements and shortcomings. Employers must take the next step to offer opportunities and solutions for an employee to improve and grow.

Here are 5 steps you can take after employee performance reviews to ensure an engaged, motivated, and more productive workforce.



Provide the Opportunities and Tools for Career Development

Sixty-one percent of employees say their companies don't look for opportunities to provide career development after performance reviews.² While 33 percent of HR professionals say career development tools are the most important benefit an employer can offer outside of health insurance and a competitive salary³, most departments aren't demonstrating that they value career development (through talk or action). Performance reviews without development plans and clear learning opportunities are inefficient and don't contribute to the growth and improvement of employees. Providing employees with career development opportunities not only improves their productivity but also boosts motivation.



Help Them to Understand Their Career Path

Sixty-seven percent of employed Americans don't think their employer is open to having discussions about their next career step. And the majority of employees who seek career advice are not turning to their HR department or manager (the majority look to friends or family first).⁴ Make sure you're having the conversation with them – before they're having it with someone else. Having a mobile workforce ultimately means the ability to fill skill gaps and giving your employees greater career satisfaction.



Set Goals With Your Employees

Make sure you are setting your employees up for success. Fifty-two percent say their companies don't help them make and meet goals.⁵ Either during or after the performance review process you should be creating SMART (Specific, Measurable, Attainable, Results-Oriented, Time-Bound) goals for each of your employees so they know your expectations and exactly what they're working toward. These goals should also align with current business initiatives so they can see how they are contributing to the overall success of the company.



Leverage Your Workforce Data

Taking a look at your workforce data can give you more of an analytical approach as to how you can set your employees up for success, yet only 5 percent of learning & development departments say they excel at using data to increase the effectiveness of learning methods.⁶ Some systems are able to identify courses that may be driving the most impactful training for your employees, predict potential for a person in a particular role, and even offer recommendations on how to better manage and develop your people.



Make Learning Opportunities Available and Accessible

How can employees reach peak performance when 39 percent don't even know where to look for relevant training content?⁷ The answer is to offer continuous learning that is available and accessible. To facilitate this, training should go beyond the classroom and be available on any device. Today, people want learning content to be diverse, available via multiple channels, and collaborative. Collaborative learning fosters social connections in the workplace, improving employee engagement and retention. Learning and development is necessary to transform the workforce by developing the right skills in the right people so the company can continue to grow and move forward.

The most important thing to remember after performance reviews is to leave your employees feeling empowered. When employees are given the chance to develop and learn it leads to happier employees and an improved bottom line. So, take the time to have conversations about how your company can develop an effective learning strategy.

1 <http://www.hci.org/lib/performance-review-misconceptions-who-do-they-really-help>

2 <http://www.hci.org/lib/performance-review-misconceptions-who-do-they-really-help>

3 Career Trends Report: Employee Pursuit of Purpose

4 <https://www.cornerstoneondemand.com/rework/mind-gap-why-hr-and-employees-must-work-together-talent-mobility>

5 <http://www.hci.org/lib/performance-review-misconceptions-who-do-they-really-help>

6 The State of Learning Measurement (<http://www.berstein.com/Lib/Rs/ShowDocument.aspx?docid=19480>)

7 Aberdeen Group, Dec. 2013