

Evolving Performance Management For Employee And Team Success

4 performance management strategies to grow and succeed



By [Anne Maltese](#)

Traditional performance management typically looks like top-down, stack rankings, and once-a-year appraisals, conducted between a boss and an employee. With this methodology, employee performance is evaluated annually, and goals are defined on an individual basis. Even if employees are part of a larger team or department, their performance

is assessed based on their own achievements and skills—without any connection to business success.

But in recent decades, the [organization of work has shifted](#) from an individual focus to team and organizational alignment. Because there are many types of organizational teams including:

- Functional and cross-functional teams
- Teams created to achieve a specific goal or project
- Teams based on geographies
- Teams based on skill sets

These teams do not function in silos, but instead, operate as part of larger networks—interacting and collaborating to achieve shared results.

And today's work environments are no exception. A [new paradigm of onsite, hybrid, and remote employees and teams](#) has created the need and desire for developing space, resources, and training for more collaborative work.

The hierarchical, individual approach to work no longer supports today's fast-moving, collaborative nature. Companies that want to keep pace with the competitive marketplace and support innovation are embracing a culture of high-performing teams. And this includes performance management.

4 Performance Management Strategies for High-Performing Teams

Does this mean that individual employees are no longer accountable for their own contributions to their team or the business as a whole? Not even close. Accountability is ramped up even more when it comes to networks of teams, relying on transparency and shared goals to drive performance. The foundational strategies for today's performance management should include:

1. Set Aligned Goals for Individuals and Teams

Clearly defined and [aligned goals](#) should be set for both individuals and the team as a whole and shared for everyone to see. This transparency establishes a culture of accountability and encourages shared motivation to achieve a successful result.

2. Build High-Performing Teams That Are Achievement-Based and Agile

When teams are established with clearly defined goals, they can work together toward achieving that goal. Once completed, the team can be disbanded, and individuals reassigned to a new project. This agile approach helps individuals make use of their different

skill sets and talents, and builds a [culture of high-performance](#).

3. Support Your Managers and Leaders with Soft Skills

Traditional leadership skills are not necessarily effective for leading today's hybrid teams. The most important skills for team leaders to possess include:

- [Emotional intelligence](#) (understanding and dealing with employee emotions)
- Network intelligence (knowledge of their company, industry, and marketplace)
- Systems thinking (understanding how individuals and teams work together)
- Negotiation skills ([asking for and giving critical feedback](#))

4. Encourage Continuous Feedback and Growth

Regular feedback and recognition from co-workers, peers, leaders, adjacent teams, and other relevant parties using [employee feedback tools](#) can provide employees with immediate, actionable information. This data can help people to adjust goals, change projects, grow their skills and receive a regular acknowledgment of their efforts and achievements.

Business success can only be achieved through aligned and connected employees, leaders, and teams. Ensure your organization is prepared for the future of work by applying these strategies and supporting all employee types.

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Anne Maltese is Director of People Insights at Quantum Workplace. She leads Quantum's team of subject matter experts on employee engagement and performance. Anne joined Quantum Workplace in 2016 after being in a consulting role at Gallup.



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