



SharedHR is now proudly part of ABD

# Performance Management

Most successful businesses share a common attribute: talented, engaged employees working together to achieve a common objective. How do you motivate, connect and manage top performance? SharedHR helps organizations implement effective performance management systems that reward performers for strategic goal achievement and reinforce positive behaviors. SharedHR partners with clients to develop systems that communicate, measure, and reward the execution of set objectives. We improve what is often a painful administrative process and replace it with a streamlined and reliable system that inspires employees and delivers strategic results.

SharedHR is a management and human resources consulting firm. We offer services across the entire HR spectrum, including HR outsourcing, senior-level consulting, and HR payroll and benefits technology systems implementation. We believe in business-driven HR. We take the time to get to know each of our clients to understand their mission and how they define success. For over 30 years, privately held companies and non-profits of all sizes have partnered with SharedHR because of our technical expertise, extensive management and HR knowledge, and dedication to outstanding customer service.

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## Set the Stage for Success

Everyone wins when you effectively incentivize your employees — the organization benefits from their improved efforts and the employees receive a financial reward for their hard work. Although the logic is simple, in practice, effective performance management is quite difficult. Most managers dislike administering performance reviews and are poorly trained in giving positive and consistent feedback. Leadership often objects to offering bonuses when they are based on precedent, not accomplishment. Avoid implementing performance management systems that degenerate into expected bonuses or entitlements by tracking and quantifying employee performance.

## Reward Top Performers

With SharedHR's performance management consulting, we help you develop a performance management system that rewards top performers, reinforces positive behaviors, and measures the execution of strategic objectives.

As part of our performance management package, we will:

- Help establish actionable annual strategic planning.
- Help develop company-specific financial data on the connection between forecast and performance initiatives.
- Link your performance measures with an incentive compensation program that reinforces performance in the long run.
- Formulate performance measures that evaluate, communicate, and reward the execution of strategic objectives.
- Coach your managers on how to give consistent feedback and how to measure achievement and improvement.
- Implement goal management software that makes it easy to consistently track, measure, and align goals.

## Witness the Results

SharedHR's performance management system helps organizations to translate strategy into measurable goals and consistently reinforce positive performance. We offer a proven methodology that removes a painful administrative burden, and transforms it into a collaborative, ongoing, results-driven process that inspires employees and delivers strategic results.