

How to get 110% performance from your team

By Gail Taylor-Barber



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Synopsis

The last area for making a difference in business is often the people who work for you. If used well, performance management can help your team to develop as well as adding value to the organization. This article shows the best ways to achieve 110% performance from those around you. This title uses United Kingdom data but the principles are usable and appropriate in all countries.

How to ...

How to design a performance management system.

How to appraise your team's performance.

How to motivate your team through the performance management system.

Gail Taylor-Barber

Gail has studied team dynamics extensively within corporate environments of different cultures and size. Renown for her insights and practical approach, Gail runs her own consultancy helping managers' to manage more effectively. She is an NLP practitioner and a qualified coach.

Introduction

This article will take team leaders, supervisors and managers through the confusing subject of **performance management**, and how they can demand and get 110% performance from their teams.

Most large organizations are developing comprehensive systems that cover recruitment, training and motivation of staff through management systems and bonus payments etc. This is even more important when you consider the employment laws that are changing almost daily. A consistent, fair and legal performance management system is now a crucial requirement for managers and has consequences, as we shall see, if it can be perceived as not being consistent or fair.

Putting it all into context

Some of the employment laws need to be explained before we can look into any depth at the performance management systems available. In a recent debate 'Personnel Today' magazine (March 2004) found that 1 in 4 managers were not fully aware of the new employment laws and 1 in 5 managers couldn't or wouldn't deal with performance management issues. More alarming though the survey went on to conclude that cases waiting to be heard at ACAS have soared since the employment laws