Key Components of a Positive Performance Development System (Based On The Proteus Performer)

STAGE ONE

Promote and Market

Scheduled training and information sessions

STAGETWO

Develop Position Descriptions

Using Generic KPIs for all staff

STAGETHREE

Staff Evaluation

Employee Evaluation forms to be completed

Management Evaluation

Management Evaluation forms to be completed

Conduct Interview

Two weeks after the forms have been distributed

STAGE FOUR

Develop Professional Development Plans

Include any personal and professional development outcomes from the interview with employee

STAGE FIVE

Develop Departmental Action Plans

Transfer information from Personal Action and Development Plans into Departmental Plans

STAGE SIX

System Links Into Organisational Strategic Planning

Using Action and Professional Development Plans as a basis for strategic planning