

Seven Things to Look For in a Performance Development Solution

A Performance Development solution should...

1. Be employee-centric. It must be designed to engage your team members and help them reflect on their strengths, interests, passions, and goals.
2. Provide input on team member competencies in a positive, supportive manner and incorporate feedback from a variety of sources (managers, peers, direct reports, etc.).
3. Provide team members with clear visibility into the opportunities for growth within your organization and what is required for each opportunity. It should include job descriptions and skill proficiency requirements for every job, not just current openings.
4. Give each team member the ability to define their own roadmap for growth within your organization and help align the team member's strengths, interests and passions to your opportunities.
5. Provide team members with resources to help them learn and connect them to others in the organization that can provide expertise or that share a passion or a wish to develop a skill.
6. Enable team members to set and track the goals that will help them focus on the next milestone in their development roadmap and the timelines that will keep the objectives front of mind.
7. Help the manager to guide the team member in their development, enabling them to provide insights, resources, coaching and motivation along the way.