



DAVID CHINSKY
& ASSOCIATES

Performance Management Systems

Effective performance management systems successfully link individual and organizational objectives, and promote regular coaching and feedback at the "teachable moment." These systems facilitate ongoing documentation of performance feedback, and provide individuals with the ability to participate fully in the measurement process.

We help organizations reengineer their present performance management systems, or assist them in creating their very first formal measurement system. Our approach focuses on linking individual employee objectives to business strategy and to one's manager's objectives. This linkage creates consistency and overall integration across the organization. We emphasize the need to provide feedback as proximate to the event or behavior being coached as possible to ensure an emotional tie-in between the event and the feedback.

We encourage managers to measure the "how" along with the "what". Performance management processes that measure only the achievement of short-term objectives, while ignoring how managers obtain these results, can be very deceiving. When individuals achieve results by "walking all over" their team members, or by exhibiting other disrespectful acts, the probability of longer-term results is diminished.

Effective management of projects and people requires that we put a premium on how results are achieved. One of the best ways to do so is to measure this behavior during regular performance reviews. By doing so, organizations ensure that employees remain engaged and that employees are not demoralized by an egotistical or autocratic leader.

Our performance management systems often include design elements such as common performance review dates, multiple feedback sessions each year, PC-based performance monitoring, and training on how to deliver coaching at the "teachable moment." These program components combine to increase an organization's short- and long-term results.

The Leadership Fit™
MANAGEMENT DEVELOPMENT • EXECUTIVE COACHING

5715 Windspirit Court
Waterford, MI 48327

Tel: 248-320-6637
Fax: 866-693-8284

Toll Free: 1-866-960-LEAD
info@theleadershipfit.com

Offices in Michigan & Arizona
www.theleadershipfit.com