

A performance system that few organizations use



The Problem with Most Performance Systems

- *Employees dread reviews (they feel like being graded)*
- *Managers waste hours on forms no one reads*
- *Focuses on past mistakes vs. future growth*

How do We Build Systems?

1. Simple, Future-Focused Conversations

Instead of:

"Rate yourself 1-5 on these 20 competencies."

We Do:

- Quarterly "Growth Talks" (30 mins max):
 - "What's one thing you're proud of this quarter?"
 - "What's one skill you'd love to develop next?"
 - "How can I better support you?"

Example:

At a tech startup, these talks reduced review prep time by 60% while making employees feel heard.

2. Manager Tools That Work

Managers Get:

- Cheat Sheets for Tough Chats:
 - "I noticed [specific behavior]. Let's brainstorm solutions together."
 - "Your strength is [X]. How can we use it more?"
- Celebration Templates:
 - "Your work on [project] helped us [result]. This matters!"

3. Progress Tracking That Motivates

No More:

- "Exceeds expectations"
- "Needs improvement"

Instead:

- "On Track" (You're rocking this!)
- "Getting There" (Making progress – here's help)
- "Needs Support" (Let's problem-solve together)

Why It Works:

A retail chain saw 45% fewer "defensive" responses after switching to this language.

Real Impact

For Employees:

- 70% feel reviews are "useful" vs. "dreaded"
- 2x more likely to ask for growth opportunities

For Managers:

- Cuts review time by 50%
- Reduces "HR rescue" requests by 35%

For Companies:

- Promotions happen 30% faster
 - High performers are 40% less likely to quit
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