

# 7 Benefits of Year-Round Employee Performance Management

*Traditional once-a-year appraisals just aren't cutting it for many organizations. See the benefits of ongoing performance management and how to get started with continuous and meaningful processes to better engage, align, and retain your company's talent.*



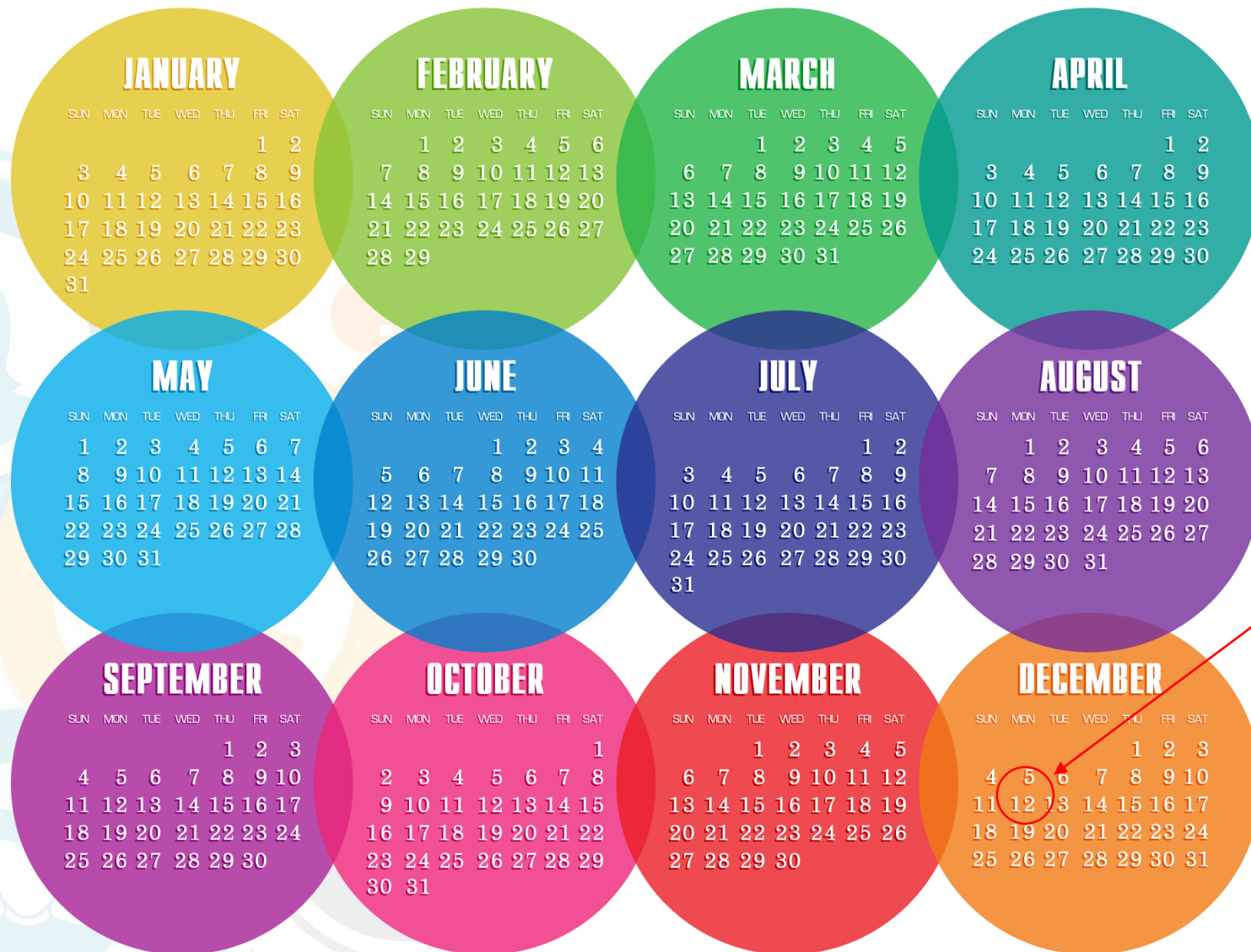
# Time to Re-Think Traditional Performance Management

The yearly review cycle has been a staple of business culture for several decades, but evidence now suggests that employees show higher levels of engagement when **feedback** and **coaching** take place on a regular, informal, continuous basis throughout the year.

Consider enhancing your review processes with year-round performance management activities.

According to a growing number of managers backed by HR studies across a wide range of fields, it may be time to rethink the approach to traditional annual performance reviews.

# Is once a year enough?



*Check progress & give feedback*

A **LOT** can happen in the ~364 days in between 'annual' reviews.



Goals and objectives can change or employees can struggle to meet expectations.



Changes to projects and teams can cause succession gaps or alter team objectives.



Development goals can be reached or delayed.



Employee engagement and satisfaction can fall.



Accomplishments and milestones can go unnoticed and unacknowledged.



Valuable company-wide feedback can be lost or worse...never sent!

Not being on-top of these changes that can cost your company time, output, missed opportunities and valuable employees.

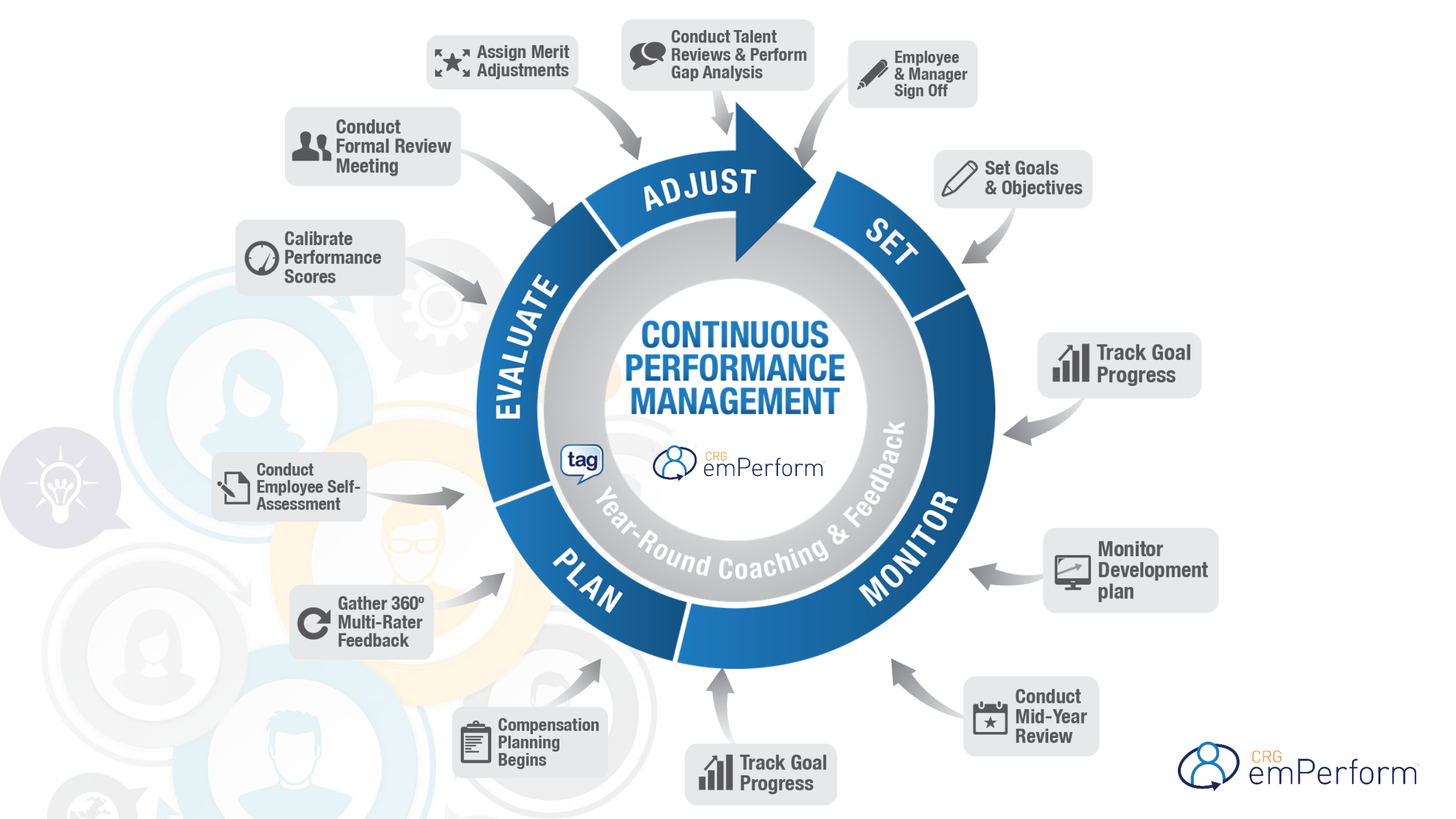
There is a way to **re-think** and **re-tool** performance management so it **adds value** for HR, employees, teams, managers and companies.



By breaking up a traditional review into its components and **spacing the activities** out throughout the review process – when they make the most **sense**.







What are the top 7 benefits of  
year-round employee  
performance management?



# 1. Timeline course correction.

With year-round feedback and coaching sessions, as well as goal progress 'check-ins', employees can immediately **debrief and regroup** after mistakes or project shortcomings, assessing lessons learned and adjusting course for the future.

With continuous feedback in place, team members don't have to wait for months before sitting down with managers to discuss what went wrong.



## 2. Easier to track overall performance.

Constant 'check-ins' or reviews (every quarter, month, or even every week), make it easier for managers to keep their ears to the ground and **track the progress and status** of employee goals and development.

If an employee is falling behind on goals or over-achieving, managers are more likely to know and provide the coaching or acknowledgement needed to **engage and develop employees**.



### 3. Good excuse for managers & employees to interact.

Consistent and timely **coaching sessions** provide employees and managers with a regular, established time to interact, which can help keep both parties in touch and can also keep personal goals and company goals aligned.



## 4. Goals stay on track throughout the year.

Being focused on continuous goal management forces managers to check in on employee progress toward established objectives.

With clear milestones in place and regular check-ins, goals stay on track and attainable and employees can gain faster access to the resources they need for success.



## 5. Addressing performance issues is easier in small doses.

Warnings and course corrections are also more effective and easier to give and receive when channeled through timely and frequent feedback.

As soon as performance, engagement levels, or behavior start to wander off track, managers can intervene and help employees move back onto a positive and productive path.



## 6. Annual reviews end up being easier to complete and are more accurate!

If managers and employees discuss and document even small performance observations throughout the appraisal cycle, formal reviews are often **much easier to complete** and a lot more accurate.

Managers have a rolling account of employee performance **throughout the entire year**, instead of just the months leading up to the review, and ratings or comments can be easily justified – making the entire process easier for all parties involved.

Also, because coaching sessions have taken place in smaller increments, formal reviews are usually easier for managers and employees to digest and shifts the focus away from rehashing the past to **planning ahead**.





## 7. Employees WANT to know how they are doing!

It still comes as a shock to some but the reality is that **employees want feedback**. Especially younger millennials who are expecting it.

Employees want to know how they are doing and how to improve and some might not like waiting until the end of the year to get the feedback they need to feel acknowledged, engaged, and most importantly, crystal clear about expectations.



# Start enhancing your current review process with year-round performance management activities!

emPerform can help!

Explore emPerform's award-winning software that offers great features like [tag](#) for year-round feedback and journaling, [ongoing goal management](#) for easy status tracking, and of course, flexible [online reviews](#) to bring everything together.

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