

Linking performance goals with company goals can be some company's Achilles heel. When employees are not on the same page as the company, people can be doing a great job but the company isn't gaining any advantage from the effort. Alignment of performance goals as part of an overall Performance Evaluation or Improvement process is a strategic step in the company's business plan.

RGB Services will provide the leadership to work with the leadership team to develop and implement a solid performance evaluation process. It begins with the review of higher-level company that support the business plan and then cascade them down to the individual level where they can be part of the employee's annual goals and objectives which they will be evaluated upon. Targets for these goals and objectives are also part of the process so evaluation becomes a tangible results-based step.

While there are other elements of a solid Performance Evaluation process, the overview is quite simple. In addition, similar processes can be used for special case situations such as projects or performance risk employees that need extra attention.