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## Identify the Gaps in Performance Support

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Productivity is undoubtedly a major area of focus for organizations. In the relentless pursuit of results, it's easy for leaders to prioritize output tracking over actively guiding and supporting performance improvement. But here's the thing - if you think your current performance management practices are cutting it, you might need to look into some critical issues.

A Global HR Research Report has revealed a sizeable perception gap between how leaders and HR view performance management versus how everyone else sees it. Turns out, executives are susceptible to this blind spot.

The reality is having effective support tools and processes in place is essential. When there are misalignments in access to things like manager-employee conversations, feedback, development opportunities, and goal management, we see direct correlations with declines in productivity, feelings of belonging, and alignment - all of which have a major impact on overall performance.

To truly drive exceptional performance, organizations have to remain vigilant in actively managing it. Identifying and bridging these perception gaps, while reinforcing meaningful performance support mechanisms, will be crucial for success.

### 1. Performance management falls short

There's a concerning disconnect in performance management. While leaders and HR think conversations, feedback, reviews, goals, and development are working well, employees and managers see major gaps. This divide hurts outcomes - individual contributors feel less productive, less enabled, and unsupported in their growth. Even managers rate these factors lower than leaders, especially on productivity.

#### 1. Conversations and feedback

Manager talks and peer feedback boost retention and productivity, but over 20% miss out which impacts outcomes when talent is scarce and skills gaps loom. The divide shows how supported employees feel about performance, growth, and their future.

#### 1. Lack of guidance to drive success

Middle managers are the link between leadership's vision and making it happen, but they're struggling with unrealistic expectations and a lack of support. There's a big disconnect - while higher-ups think they're getting adequate backing, only a third of managers say they have what they need to effectively develop their teams.

#### 1. The cost of HCM-only performance management

When it comes to performance management, data indicates that HCMs (human capital management systems) are no more effective than spreadsheets. Despite this, two-thirds of companies rely on them for this purpose.

Relying solely on these one-size-fits-all systems means missing out. Pairing an HCM with a dedicated performance platform boosts engagement, belonging, enablement, relevant goals, career growth, and advancement opportunities across the board.

#### 1. Skills-driven performance management delivers

While only 54% see development success, dedicated performance tools boost skill growth and advancement clarity. Compared to those just using an HCM for skill development, employees with dedicated performance management software felt almost 3 times more supported in building their skills and nearly twice as likely to see a clear path for career advancement within the company.

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To improve retention, employers must show employees a path for advancement and provide them with the tools and guidance to more internally.

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# PERFORMANCE ENABLEMENT

## EMPOWERING FAIR EMPLOYEE EXPERIENCES THROUGH BETTER PERFORMANCE SUPPORT

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- 1 CONFIDENCE**  
Employees who feel good about their performance reviews tend to trust the organization a lot more.
- 2 REVIEWS**  
When performance reviews seem biased, it often leads to more disengaged, quietly quitting employees.
- 3 FAIRNESS**  
While generally positive about work, employees prioritize fairness above all for a good experience.
- 4 SUPPORT**  
Employees feel unsupported in their career growth.
- 5 ADVANCEMENT**  
Managers are looking for guidance on how to better discuss career paths, advancement, and professional development with their teams.
- 6 PERFORMANCE**  
Managers are looking for guidance on how to better discuss career paths, advancement, and professional development with their teams.

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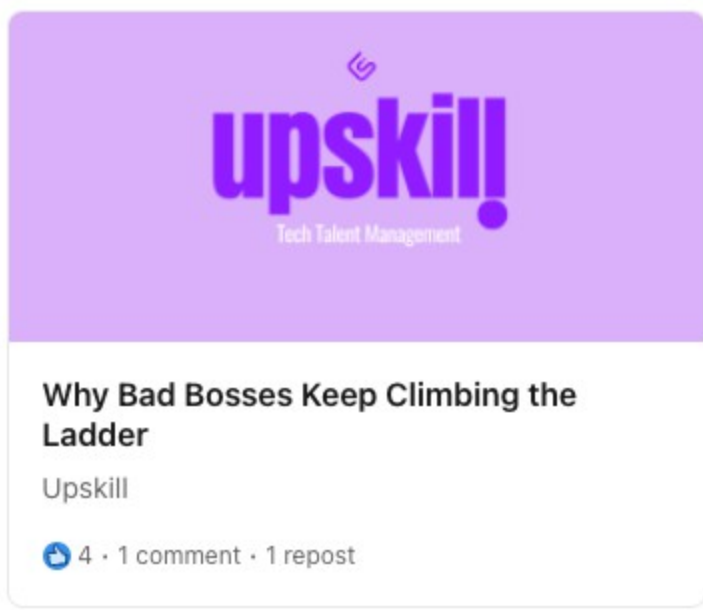


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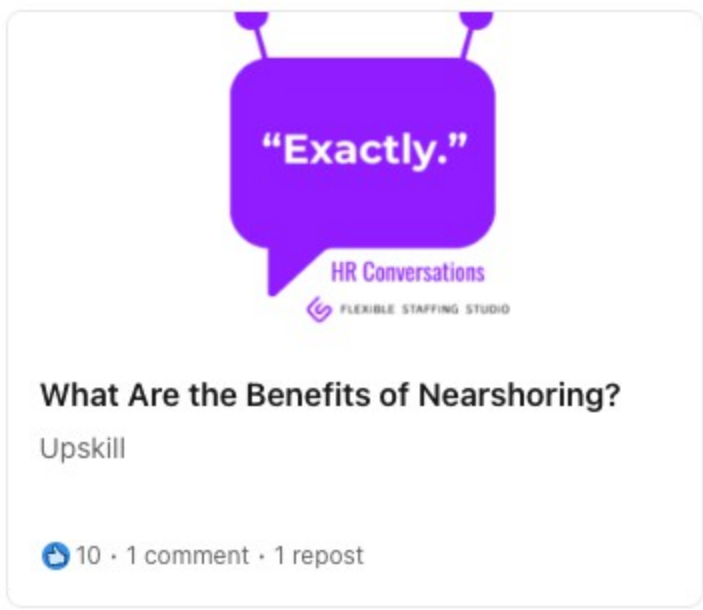
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