



10 Tips for Managing Employee Performance

1. Establish Specific, Measurable, Achievable, Relevant, and Time-bound (SMART) goals with employees and conduct regular performance assessments based on these goals to evaluate employee progress.
2. Clearly outline the path to success in each role, ensuring employees understand expectations and how their contributions align with the company's goals.
3. Align individual goals with team and company goals, emphasizing the shared benefits of achieving targets.
4. Recognize positive performance through incentives that reward actions and behaviors that contribute to individual and company success.
5. Incorporate safety objectives into performance goals, making sure employees recognize the importance of safety and understand the company cares about them returning home safely each day.
6. Organize regular team-building activities to enhance communication and camaraderie among team members, promoting a welcoming workplace culture that naturally leads to good productivity and performance.
7. Offer opportunities for both personal and professional growth; this helps individuals improve skills and overcome challenges at home and at work, which supports individual and corporate success.
8. Develop a succession plan to identify and prepare employees for future advancement, ensuring a smooth transition through organizational changes.
9. Practice progressive discipline, including clearly defining and communicating your procedure to address problematic behaviour from verbal and written warnings through to possible termination.
10. Nurture a work environment at all levels that encourages open communication and learning from mistakes; this helps to create a culture of growth and improvement.