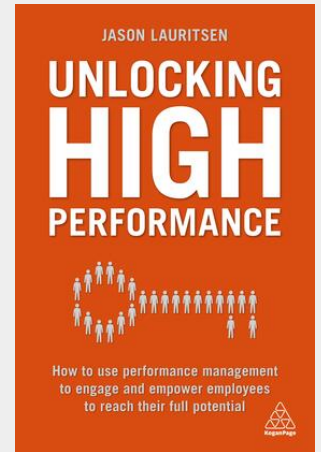


Lauritsen

## Unlocking High Performance

How to Use Performance Management to Engage and Empower Employees to Reach Their Full Potential

Traditional performance management processes are often ineffective in increasing workforce engagement and fostering a positive employer-employee relationship. The established method of annually scoring employees against a list of static objectives can make employees feel undervalued and frustrated and can hinder, rather than advance, staff development. Unlocking High Performance shows you how to transform this process to get the best out of your workforce. It presents a new model for performance management based on the three components of planning, cultivation and accountability, and situates this process within the wider aims of promoting work as a healthy relationship between employer and employee rather than a restrictive contract to be complied with. Unlocking High Performance equips you with the tools needed to create clear expectations and goals, deliver feedback effectively, and to develop a culture of coaching rather than criticism. This book also provides practical guidance on how to identify and remove obstacles, effectively manage underperformance, and how to get buy-in for change. Packed with tips, tools and examples from organizations including Vistaprint, NVIDIA and South Dakota State University, this book provides everything needed to design a performance management process which will improve employee experience, help them reach their full potential, and ultimately deliver exceptional business results.



**39,00 €**  
36,45 € (zzgl. MwSt.)

*Lieferfrist: bis zu 10 Tage*

**Artikelnummer:** 9780749483296  
**Medium:** Buch  
**ISBN:** 978-0-7494-8329-6  
**Verlag:** Kogan Page  
**Erscheinungstermin:** 30.10.2018  
**Sprache(n):** Englisch  
**Auflage:** 1. Auflage 2018  
**Produktform:** Kartoniert  
**Gewicht:** 476 g  
**Seiten:** 248  
**Format (B x H):** 152 x 231 mm

