

Judgment Day

Simplifying Performance Management

Meritocratic organizations take the trouble to recruit, reward and promote the “best” people. “Best” is usually measured with respect to results on agreed targets, technical and human competencies and potential. Comparing individuals is often quite complex and it is impossible to be entirely objective. The judges of “Best” are generally bosses, who like all humans they will be biased towards their own kind (of background, character, values etc). More fashionable 360 degree systems give a say to peers and people at lower levels too and, even with such systems people will be expected to conform to company norms and culture.

It is of course a manager’s permanent responsibility to assign and organize work, to evaluate outcomes and develop people. This should happen all the time, informally. Formal systems are supposed to harmonize the evaluation of people in an organization and serve as a reference for longer term careers. Companies pay consultants HR and IT departments many millions to design and operate sophisticated performance management systems.

Such systems can fail for a hundred different reasons. Some people refuse to be judged like Dali who was expelled from art school because “none of the professors of the school being competent to judge me, I retire”. Often the systems are too complex, imposing highly structured meetings at specific times of the year. They are not implemented in a homogeneous way. They are often perceived as time wasters and are therefore meaningless. The Cyprus government has a system in which nobody trusts because of (perceived) embedded political patronage.

Here’s a mini revolution, adopted by Deloitte, who asked “What if you could simplify performance management to four questions?”

1. Given what I know of this person’s performance, and if it were my money, I would award this person the highest possible compensation increase and bonus - answer one out of five choices, on a sliding scale

2. Given what I know of this person’s performance, I would always want him or her on my team - answer one out of five choices, on a sliding scale



Performa News

Summer Development Program for Youth, CIIM Nicosia, 16 - 17 July 2015

Performa trainers Liana Toumazou and Marios Nikolaou were invited by the Cyprus International Institute of Management (CIIM) to give leadership training to the youngsters, aged 15 - 18 years old.

The workshop focused on leadership values, styles and skills needed to explore an authentic vision and profile and inspire others into action. Many participants expressed the wish for a repeat and continuation next summer!



Creativity Cool & More...

"God, Sex, Revolution and You" - a solo show by Dimis, 16th & 17th September, the Foyer - Theatre Ena, Nicosia

"God, Sex, Revolution and You" - Songs, magic and musings with Dimis (his views may not coincide with yours). see flyer [here](#)

As the first performance of "God, Sex, Revolution and You" in July was sold out and many friends were left without a ticket or seat, two more performances are coming up in Nicosia on the 16th and 17th of this month.

This unique solo show, created by Dimis Michaelides in Greek and English, contains readings from Andreas Embeirikos, and also Kavafis, Lorca, Lennon (not Lenin), Aragon, Sappopoulos, Theodorakis, Hadjidakis. It also gives advice on how to lead an authentic life and presents publicly, and for the first time, the Cyprus Trilogy, a series of magic tricks based on Cypriot folk traditions.

Venue: the Foyer - Theatro ENA, Nicosia

Wednesday & Thursday, 16 & 17 September 2015 at 9 pm

Ticket EUR 8

Reservations by telephone at: 99 469 027

The Five Hottest Innovation Trends - by Robert B. Tucker i

3. This person is at risk for low performance - answer Yes or No

4. This person is ready for promotion today - answer Yes or No

This evaluation takes place at the end of every project and it is the project leader's responsibility. Of course there's more to the relationships and to how to share the outcomes making them meaningful for the organization and its people. Can Deloitte really do it? Can it catch on? More important, for those who adopt such a system, can they resist the temptation of making it more complicated? Be prepared for armies of consultants, HR and IT managers to criticize and trash the system that might cost them their jobs!

For more, see the Harvard Business Review [here](#)

Only a year ago, we were just hearing about the "sharing economy" (since renamed the On Demand Economy), today the mainstream media reports on these trends constantly.

Check out these top five I-Trends [here](#)

Saudi Arabia - anonymous charity fridge reduces food waste and helps the poor

Such a simple and effective social innovation!

A man in Saudi Arabia installed a fridge outside his home. People with food to spare place it in the fridge while those who are hungry can have a meal without having to beg!

Read more [here](#)