According to a study by McKinsey, among respondents who consider their companies’ performance-management systems effective, 60 percent say their companies have outperformed their peers in the past three years. That’s nearly three times the share of respondents who rate their companies’ performance management as ineffective.

Performance management is intrinsically linked to your company’s ability to meet its strategic goals. Here’s a way to evaluate your effectiveness at optimizing people’s performance in your organization.

8 Ways to MISS THE MARK at Optimizing Performance

Your organization struggles to translate vision and goals into skills and actions

1. Everyone in your organization doesn’t know how your company vision applies to them. You’ve taken the time to put together a strategy with your senior team but haven’t figured out a good way to involve everyone else (not just tell them about it).

2. Your business goals have not been broken down into specific actions to achieve them. You are clear on the goals, but not so clear about how to achieve them - including what people need to do differently to make a measurable improvement.

3. You haven’t identified the skills your team members need to build to achieve your organizational vision. You’ve been focused on having a vision and putting it on the walls, but not so much on how your team will need to develop to achieve it.

Your leadership team needs to build their skills

4. Your managers are distracted with the relatively few employees that have serious performance problems. You know of at least a few leaders that are spending too much time dealing with performance problems compared to more value added activities.
5. **Too many of your managers struggle with how to coach their teams.** Your organization uses mostly a traditional style of management that all too often has managers telling people what to do and how to solve their problems.

6. **Giving positive feedback is something only a few of your better managers do regularly and the rest don’t even think about it.** Your common sense tells you it’s important to tell people what they are doing right, but it’s hasn’t seemed important to focus on it.

   *Your organization isn’t optimizing performance*

7. **Your approach to building leadership skills is to do one-time training events that don’t sustain skill building over time.** You’ve wondered about how to make better use of the training, but get caught up in the next issue that needs attention.

8. **Building performance improvement skills is important mostly for first line supervisors.** The rest of your leadership team ought to know how manage people correctly and be able to coach their leadership team members.

   Worst of all, you are too busy fighting fires to address these issues. Many people I’ve spoken to are aware of many of these challenges but struggle to find the time to address them. Even when people have the awareness, their next challenge is to have a clear strategy to get beyond them.

**Does this sound like you?**

If you’re ready to stop the chaos and optimize your people’s performance so you can get the business results you need, let’s talk.

To find out more, **schedule a half-hour exploratory call with Cheryl here.**