

A New Paradigm of Performance Management

A Win-Win Performance Agreement is a written understanding that clarifies expectations between leaders and team members.

Traditional Performance Management

- Boss decides what to work on.
- Ambiguous or unclear individual work goals.
- Little notion of consequences.
- Awkward, infrequent performance reviews that are disconnected from results.
- Unmotivating—“wins” are undefined or unclear.
- Boss rates employee’s performance on vague criteria.
- A bureaucratic, impersonal ritual that doesn’t improve performance.

Win-Win Performance Management

- Boss and employee decide together what the desired results are.
- Clear goals with clear measures.
- “Wins” clearly defined for all parties, as well as consequences for nonfulfillment.
- Frequent reviews where all parties account for progress toward goals.
- Highly motivating because performance is driven by “wins” for all parties.
- Boss and employee both rate performance on clear criteria.
- Performance improves and relationships are strengthened.