What's Changing?

ACES

Formal, rigid meetings around annual objectives with year-end review and evaluation

 Focus on documentation rather than feedback and development

Process

Culture

- 1. Planning Meeting
- Progress Review Meeting
- 3. Final Evaluation & Rating Assignment

System

ACES System:

Prescribes three required entries

MassPerfQrm

Informal conversations focused on clear expectations, real-time feedback and development

- Collaborative, conversational goal setting and feedback
- Adaptable to business needs
- 1. Kick off
- 2. Check-ins
- 3. Wrap Up & Rating Assignment

MyPath)

- Supports real-time feedback, expectations and goal alignment
- Optional development planning

OUTCOME

- Clarity around expectations and what success looks like
- Greater employee ownership of success and development
- Managers and employees empowered to offer timely feedback
- Increased performance, business outcomes, morale and relationships