

Performance Management: *Have you been sized?*

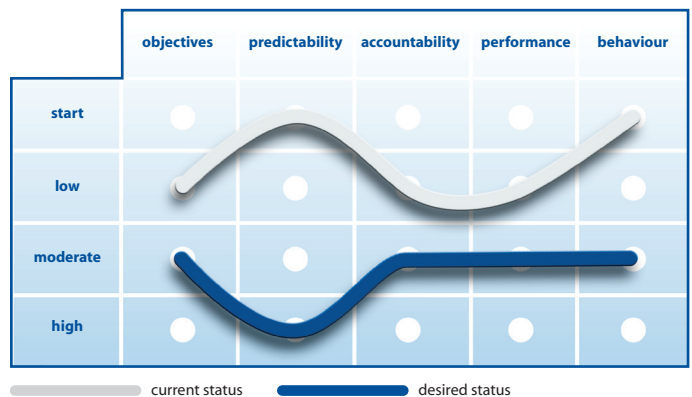
The old adage 'what gets measured gets done' is so true in business but firstly companies need to consider **who** they are and then **what** to measure.

Focusing on methods and applications rather than creating value?

Management attention to creating value and subsequent activities are frequently wasted on selecting methods and applications. Similarly onerous costs and complexities are forcing performance management to be abandoned or simply ignored. By doing the right homework at the outset various deployment risks can be avoided whilst implementing a fit for purpose performance culture.

Do you know who you are?

The current culture of the organisation will determine the level and speed by which it will adopt and sustain performance management. Most importantly, an understanding for the performance management maturity will provide a constructive road-map to achieve objectives and the desired behaviour and integration. By agreeing on the culture and level of autonomy the deployment will avoid the typical risks associated with change and the performance strait-jacket.



Whilst sound methods form the basis for deployment, organisations will typically have specific characteristics influencing how strategy is put into measures and associated processes. A significant factor to consider is the speed by which the organisation or external factors change and the extent to which performance management can remain relevant.

What do you want Performance Management to be?

Various aspects of organisational improvement go by the same label and organisations need to determine their unique approach including subsequent expectations and improvement areas. Whilst size is a factor, it is more important to understand the areas where value can be activated and enabling an incremental improvement programme.

Developing a clear understanding

The Proxime Value Management Assessment is a comprehensive review of the organisation's ability to implement defined strategies through future oriented Planning and Coordination cycles. Once there is a clear understanding of the organisation and expectations, they are prioritised and an implementation roadmap defined providing the evolutionary steps required to create value.

The discovery process is:

- Step 1:** Dedicated workshops allowing for freedom of thought to gather specific data on the environment.
- Step 2:** Interactive documenting of findings to ensuring early adoption and ownership.
- Step 3:** Within a reasonable timescale the conclusions will be formally presented indicating incremental improvement cycles.

Contact us to learn more about the way we work, and how we could assist you in improving your ability to activate corporate value.

