

Gp3 performance management and employee services

[Business](#), [Human Resources](#)



Given the of affairs in the organization, performance management program should have certain basic elements that are necessary in order to revamp the structural and organizational working outlook.

The performance management system will comprise of weekly performance reports, the start of the week objectives accomplishment and clearly defined goals and objectives to be accomplished in a given time frame which may last between a weekly plan to fortnight plan to monthly plan.

Communication enhancement program:

The program so chosen will facilitate the employees making critical decisions in a timely and effective manner. It will allow them cooperating in a professional manner towards the accomplishment of their goals and objectives.

Apple Inc is a real life example that has the following pattern and model in practice. Google inc. is another example of the same kind where free hand and communication means are provided to the employees and they make use of their efforts in a completely cordial manner. The two of them have uniform system of operations where the appraisal systems are intact and the employees get regular and timely feed back with regard to their contributions and efforts in the overall projects at hand.

Steve Jobs set the trends in this regard where he would collaborate with the other members of the team on equal basis in a laissez faire environment (Pride, Kapoor, & Hughes, 2011, p 180).

Part 2:

The performance management program which is based on effective communication and equal opportunity imparting to the different domains will

allow for the clear goals determination and easy accomplishment of the tasks.

Talent management and communication build up models were the two performance management and overall productivity enhancement models and programs suggested and initiated for the purpose of improvement in the organization.

Out of the two short listed programs (talent management and communication enabling means), the latter was chosen. This was chosen so based on the realization of the need for an effective communication channel presence in the modern times where enterprises are connected by the virtual means of communication (Lesikar, 2005, p 3).

The new program will be communicated to the employees through formal and informal methods. In the informal methods the daily routine activities will encompass the guidance and details sharing. The formal methods of transferring the idea and knowledge would include the seminars, training sessions, visits and other practical demonstrations which will enable them working in a more amicable environment based on effective production and desired outputs at the end of the undertaken objective and plan.

Training modes will include the formal, informal, verbal and descriptively written form of planning modes and techniques. A comprehensive worked out scheme will be undertaken in this regard.

The possible consequences of inadequate performance reviews will include failure of the project in the worst case scenario, miss communication within, and lagging behind on the goals and objectives along with the deliverables date and timing.

Additional issues that need to be addressed include the factors of taking the entire stakeholders unit on board. Preparing backup units is another option and alternative that must be exercised to work safely.

References:

Lesikar. (2005). Basic Business Communication: Skills For Empowering The Internetgeneration. Tata McGraw-Hill Education

Pride, W., Kapoor, J., & Hughes, R. (2011). Business. Cengage Learning