



PHASE IV
PERFORMANCE
RECOGNITION

ePerformance Manager Guide
2009

Module Objectives

At the end of this module, you will:

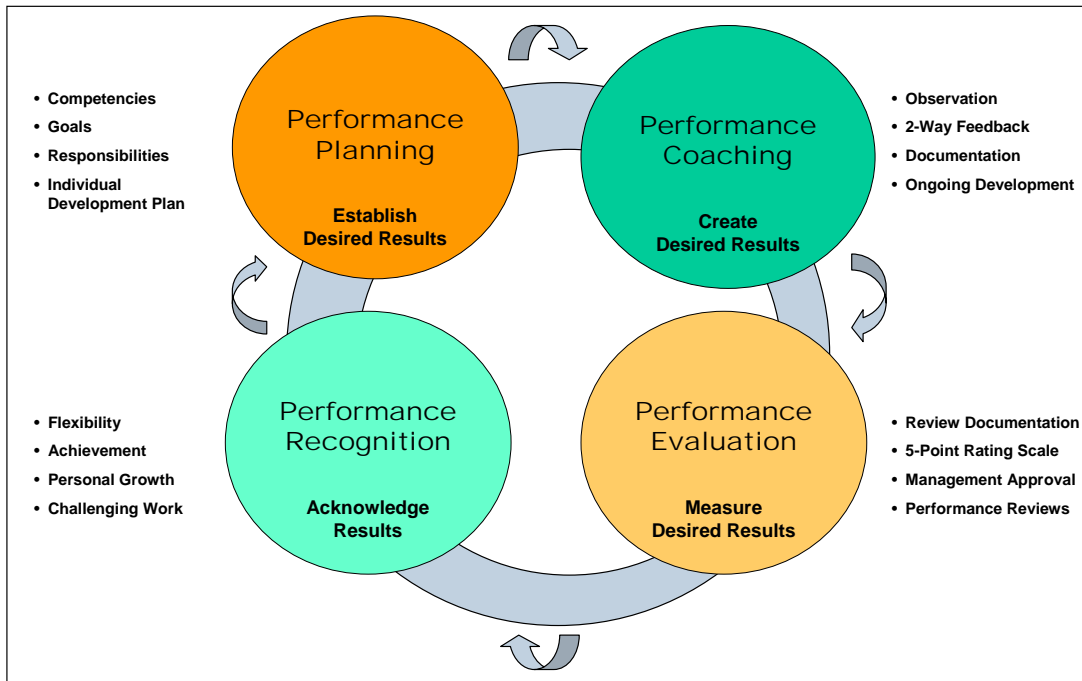
- Understand the role of recognition and acknowledging results
- Preview suggested strategies to create work based incentives
- Conduct a brainstorm session on recognition strategies for the upcoming year

Phase IV: Performance Recognition

- The manager acknowledges performance results of the annual review
- The manager recognizes the improvements and achievements in competencies, goals, and responsibilities and provides an incentive that aligns with evaluation and rating
- Tangible and intangible incentives include flexibility for work-life balance, additional roles and responsibilities and the opportunity to develop new skills and knowledge that result in personal growth and challenging work



Performance Management 4-Phase Model





Overview

The State of Georgia is moving toward a performance-based culture.



Performance Recognition Overview

- The State of Georgia strives to be the “Best Managed State” in the nation. Leadership understands this means providing a compensation and benefits framework that motivates our workforce to excel in their role. With that knowledge we will support the transition from an entitlement-based culture to a performance-based culture.



Manager Strategies for Recognition

Manager strategies for recognition include flexibility, achievement, personal growth and challenging work.



Performance Recognition Manager Strategies

Performance Recognition	Incentives
Flexibility	<ul style="list-style-type: none">● Telework and flexible schedules● Freedom in approach to work
Achievement	<ul style="list-style-type: none">● Stretch goals● Additional roles and responsibilities
Personal Growth	<ul style="list-style-type: none">● Educational opportunities● Ways to gain marketable skills
Challenging Work	<ul style="list-style-type: none">● Interesting/visible projects● Opportunities to improve/innovate



20 Examples of Performance-Based Recognition

My Ranking

- (1) The chance to do a good job _____
- (2) Getting along well with others in the workplace _____
- (3) The opportunity to do interesting projects _____
- (4) Knowing what is going on in the organization _____
- (5) Feeling my job is important _____
- (6) Understanding in clear detail the duties of my role _____
- (7) Being told by my supervisor when I do a good job _____
- (8) Agreement with the organization's objective _____
- (9) A lot of freedom in doing my job _____
- (10) The opportunity for self-development/improvement _____
- (11) Working with a leader who lead and delegates _____
- (12) Accomplishing a work task that is a personal goal _____
- (13) Contributing to something bigger than myself _____
- (14) The ability to learn different roles/variety of tasks _____
- (15) Having a voice in setting the goals of my department _____
- (16) Tracking the progress of my department goals _____
- (17) The chance to develop teamwork and group spirit _____
- (18) To be asked for my opinion or to participate in decisions _____
- (19) The ability to perform the same type of work each day _____
- (20) A feeling of belonging (I am needed and wanted) _____



Performance Recognition Performance-Based Recognition

- A performance-based culture does not focus on one aspect of recognition, i.e., monetary awards
- The focus is on recognizing total performance
- The goal is to recognize employees throughout the year by providing career opportunities, job growth, training and participation in special projects

