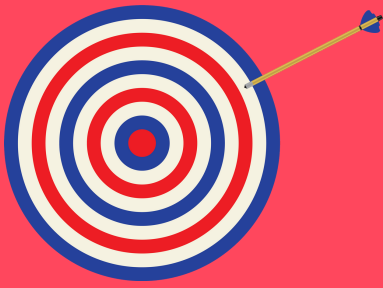




# How to Improve Performance by Ending Annual Performance Reviews

## Current State



0%

Annual reviews don't accurately measure or predict performance



\$2,675,360

Amount county spends to administer annual reviews



90%

Employees and managers both dislike annual reviews



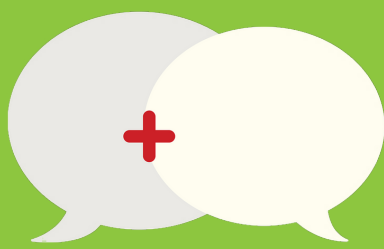
## Our Solution



The County of San Mateo Performance Pilot will end inaccurate, expensive, and unpopular Annual Performance Reviews.

Instead, we will re-focus on growing performance through proven employee engagement and development tools.

## Performance Pilot



1:1's

Future-focused conversations where supervisors give feedback on goals and performance



Pulse Surveys

Regular anonymous surveys to take the "pulse" of employees



Development

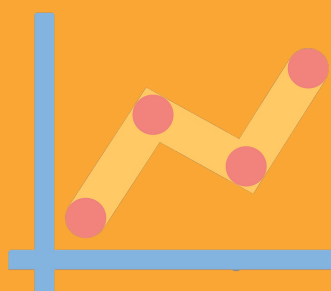
Support employee growth with trainings and coaching

## Future State



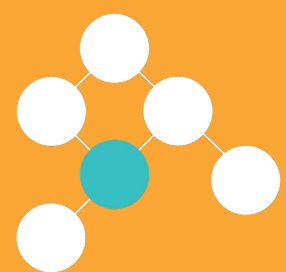
Design

Roll out new trainings and pulse surveys to pilot participants



Analyze

Create data-driven action plans to support and grow engagement



Improve

Iterate the pilot and share best-practices to increase performance