PRISM: ALIGNING EMPLOYEE PERFORMANCE TO ORGANIZATIONAL GOALS IN AN ELECTRONIC FORMAT

JOELLEN J. CADEMARTORI
CEO, GOVHR USA, LLC

October 21, 2019
Components of PRISM (Performance Review: Input, Support, Management)

- Performance Categories based on Core Competencies
- Ability to Set Goals and Align to the Organization’s Strategic Mission
- Inclusion of a Professional Development Plan
- Employee Self Evaluation
- Supervisor Evaluation
- Review Progress
- Scoring
- System Administration and Training
- Electronic Format - Engagedly
Four Core Competencies

Exhibited by all employees – weighted differently

<table>
<thead>
<tr>
<th></th>
<th>Department Head</th>
<th>Manager</th>
<th>Technical/ Front-Line</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership</td>
<td>40%</td>
<td>20%</td>
<td>10%</td>
</tr>
<tr>
<td>Management</td>
<td>20%</td>
<td>40%</td>
<td>10%</td>
</tr>
<tr>
<td>Technical</td>
<td>20%</td>
<td>20%</td>
<td>60%</td>
</tr>
<tr>
<td>Team</td>
<td>20%</td>
<td>20%</td>
<td>20%</td>
</tr>
</tbody>
</table>
Performance Categories and Expectations

• Performance Categories – ranging from Initiative and Innovation to Communication Skills and Customer Service – ability to add more

• Rating System with no numbers:
  ➢ Achieves Expectations
  ➢ Exceeds Expectations – justify
  ➢ Requires Improvement – justify
Goals and Professional Development

• Ability to set performance goals
  ➢ Use SMART goal format
    • Single Outcome, Measurable, Actionable, Realistic and Timeframe

• Ability to establish a professional development plan
THANK YOU

Questions?