The PARTNER Method

Performance Management that achieves results

Georgia Institute of Technology
Georgia Tech Strategic Goals

Unit Goals

Department Goals

Individual Goals
A competency is what outstanding performers: Do more **OFTEN**, Do in **MORE SITUATIONS**, and Do with **BETTER RESULTS** than average performers.

<table>
<thead>
<tr>
<th>Job</th>
<th>A job is a collection of task and responsibilities that an employee is responsible to conduct. Jobs have titles</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skill</td>
<td>A learned power of doing something completely</td>
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<tr>
<td>Task</td>
<td>A set of activities needed to produce some result (e.g. scheduling a meeting, writing a memo, or sorting the mail)</td>
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<tr>
<td>Behavior</td>
<td>A manner of conducting oneself.</td>
</tr>
<tr>
<td>Competency</td>
<td>A combination of skills, knowledge, characteristics, behaviors, and traits that contribute to outstanding performance in a particular function.</td>
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Creating SMART Goals

Specific
Measurable
Achievable
Relevant
Time bound
Problem Solving

What are some of the behaviors that you frequently see in people who are *exceptional* problem solvers?

**Exceptional**

- Identifies problems
- Postulates root causes
- Thinks through a *set* of solutions
- Defines the pro’s & con’s of each
- Creates a well thought out recommendation
- Confidently presents the recommendation

**Satisfactory**

- Identifies problems
- Brings the problems to the attention of the manager of group
- When asked offers ideas about solutions
- Solves the problem

Talk specifically about work standards
SMART Goals get accomplished!

Plan two manager workshops and one executive mixer

Plan two manager workshops by the end of 2\textsuperscript{nd} quarter and one executive mixer by the end of 3\textsuperscript{rd} quarter that includes a multimedia component
SMART Goals get accomplished!

- Attend four ECN workshops quarterly and propose a new initiative at each event.
- Attend four ECN workshops at least one each quarter.
PRACTICE TIME
What engages us at work?

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<td>Performance Goal</td>
<td>A short-term objective set with specific duties or tasks in your current job position. These goals are usually related to the overall company goals or specific department goals where you work.</td>
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<tr>
<td>Career Development Goal</td>
<td>A short-term objective set with specific duties or tasks not in your current job position, but is closely related to your desired career next step. These goals should add to an employee’s ability to perform their job more effectively or prepare them for additional responsibilities.</td>
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