

Unveiling (& Enhancing) the Connection Between Performance Management and Employee Engagement

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Annually, disengaged employees
cost U.S. companies between
\$450 billion to \$550 billion
in lost productivity.

-Gallup



Disengaged employees are costing
your organization

34%
of their annual salary.

Highly Engaged Teams..

- Achieve 23% greater profitability.
- Generate 18% more sales.
- Are 14% more productive.
- Experience 18% less absenteeism
- Have 43% less turnover
- Etc.

-Gallup



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LeAnne Lagasse, SHRM-SCP

**I help HR & People leaders
improve employee
engagement, internal
communication, and train
their people managers.**

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Webinar Learning Outcomes

- 👉 Discuss the direct relationship between well-structured performance management practices and improved employee engagement.
- 👉 Explore the potential of constructive feedback, meaningful recognition, and aligning individual goals, empowering you to motivate your team and amplify their job satisfaction.
- 👉 Discover strategies and best practices to cultivate a positive feedback culture within your organization.
- 👉 Explore methods for measuring employee engagement to provide you with the valuable data you need to move the needle.

Defining Terms



Performance Management

A set of processes and systems aimed at developing employees, so they perform their job to the best of their ability.

AIHR



Employee Engagement

Engaged employees are those who are involved in, enthusiastic about and committed to their work and workplace.

Gallup





**Well-structured performance
management practices directly
contribute to improved employee
engagement.**

AND



Well-structured employee engagement practices directly contribute to improved performance.



How Can We Connect Engagement & Performance In Our Organizations?



CONNECTION #1

Clear Expectations and Direction

Clear Expectations

Only 50% of employees say that they know what is expected of them at work.

That number drops to 30% in scientific, technical, and computer-related jobs.



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Clear Expectations & Direction

- Complete job analyses to develop comprehensive job descriptions.
- Use clear performance metrics (OKRs) for every role.
- Implement goal-setting sessions to help employees align their personal goals with organizational objectives.

Employees who strongly agree that they can link their goals to the organization's goals are

3x more likely

to be engaged in their jobs.

-Gallup



Only 14%

of employees strongly agree their performance reviews inspire them to improve.

-Gallup

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Clear Expectations & Direction

- Complete job analyses to develop comprehensive job descriptions.
- Use clear performance metrics (OKRs) for every role.
- Implement goal-setting sessions to help employees align their personal goals with organizational objectives.
- Implement a structured feedback system to continually coach employees, evaluate progress, and adjust goals.
 - Performance Reviews
 - Team Meetings, Project Reviews, Retros, etc.
 - 1:1 Check-In Meetings (Weekly is best)

When managers provide weekly feedback, employees are:

3.2x

more likely to
strongly agree they
are motivated to do
outstanding work.

2.7x

more likely to be
engaged at work.



CONNECTION #2

**Increased Sense
of Value and
Achievement**

When employees believe management will recognize them, they are

2.7x more likely

to be highly engaged at work.

- Quantum Workplace

37% of employees

say that more appreciation would motivate them to produce better work more often.

- O.C. Tanner



**Employees who report
that they're not
adequately recognized
at work are three times
more likely to say
they'll quit in the next
year.**

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Creating a Positive Feedback Culture

- Create recognition programs and rhythms that celebrate both big achievements and small wins.
- Celebrate milestones like work anniversaries, promotions, completion of significant projects, etc.
- Maintain transparency about company performance and how individual contributions impact overall success.



CONNECTION #3

Professional Growth and Development

‘Opportunities to learn and grow’

is one of the top three factors in retaining millennials and the only aspect of retention that separates millennials' needs from those of non-millennials.

-Gallup



**When you have strong employee
performance management in
place....**


**Your employees learn and
grow....**

thereby increasing engagement.



Fueling Performance With Growth Opportunities

- Develop your people managers.



**BEST.
BOSS.
EVER.**

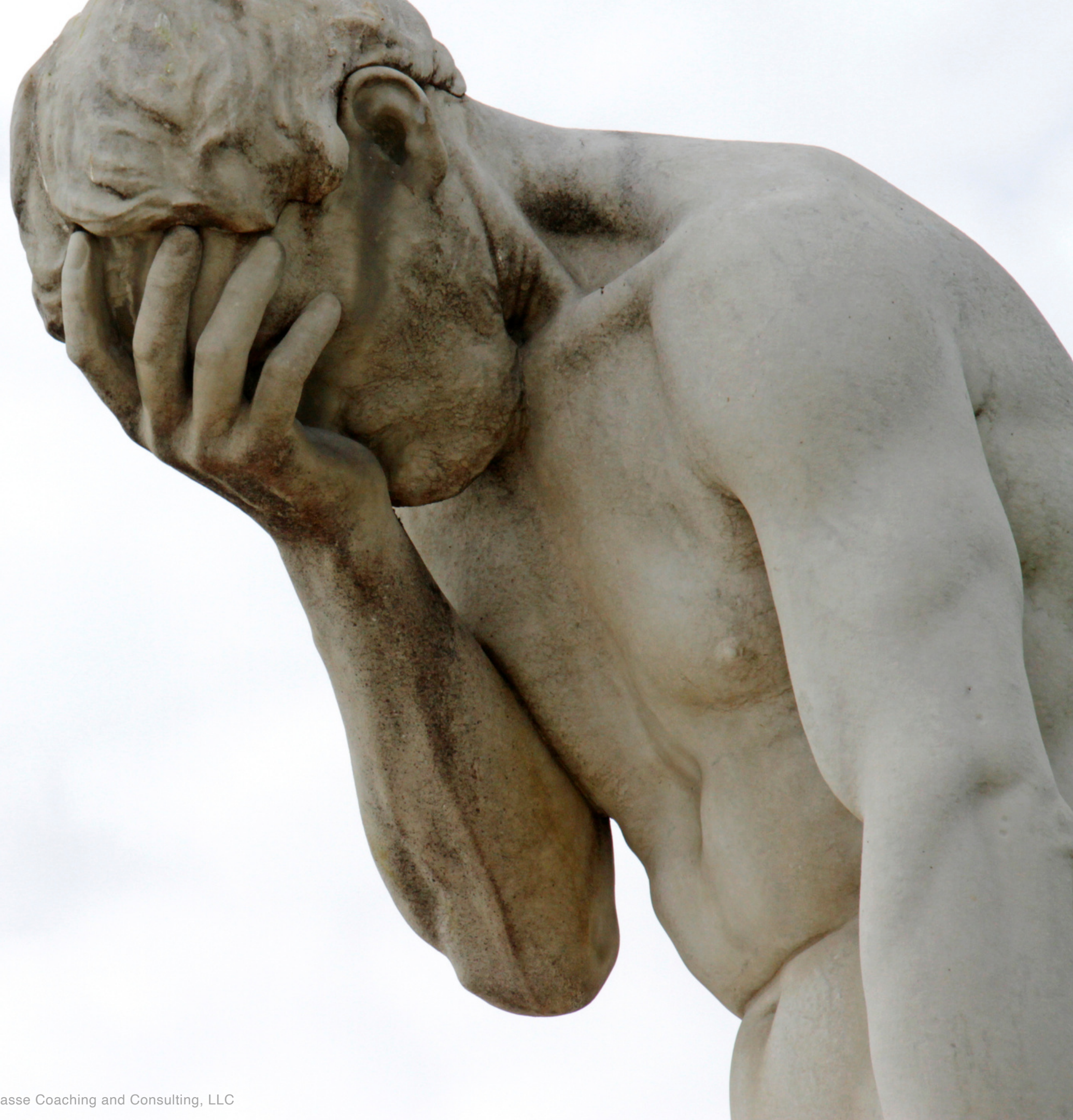
70%

of the variance in
employee engagement is
determined solely by the
people manager (Gallup).

And yet..

The U.S. Bureau of Labor statistics found that companies with fewer than 100 employees gave only 12 minutes of manager training every six months.

Organizations with 100 – 500 employees provided just 6 minutes.





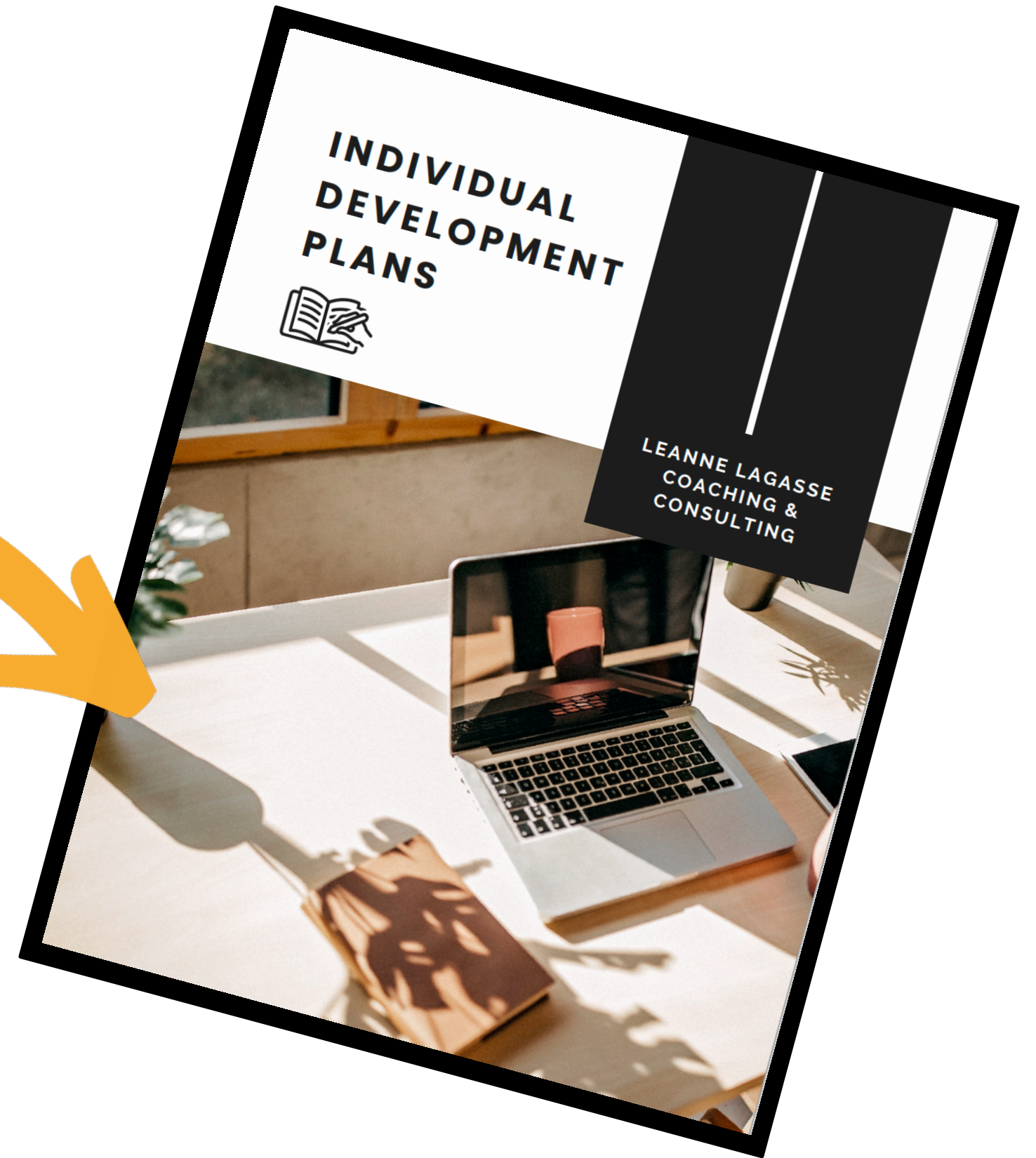
Fueling Performance With Growth Opportunities

- Develop your people managers.
- Provide training and upskilling opportunities (your job analysis can help here, too).
- Build mentorship programs that facilitate knowledge sharing.
- Implement Individual Development Plans (IDPs) that focus on career aspirations and skills.

IDP Template Download



leannelagasse.com/idp





CONNECTION #4

Data-Driven Decisions

Move The Needle!

- Invest in HR analytics tools to gather and analyze data on employee performance and engagement.
- Leverage employee feedback to improve engagement and performance.




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Only 3 in 10

Employees agree:

"At work, my opinions seem to count."

- Gallup



By moving that ratio to 6 in 10 employees, organizations could realize..

- a 27% reduction in turnover
- a 40% reduction in safety incidents
- a 12% increase in productivity

-Gallup



Amplifying the Employee Voice

- Highly engaged employees are 3x more likely to say they feel heard at their workplace than highly disengaged employees.
- Employees who feel their voice is heard are 4.6 times more likely to feel empowered to perform their best work.

-Gallup, and The Workforce Institute at UKG and Workplace Intelligence

Move The Needle!

- Invest in HR analytics tools to gather and analyze data on employee performance and engagement.
- Leverage employee feedback to improve engagement and performance.
 - Build a robust employee listening strategy across the employee lifecycle.
 - Use different listening methods (engagement surveys, focus groups, town halls, etc.)



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Listening Across the Employee Lifecycle



Move The Needle!

- Invest in HR analytics tools to gather and analyze data on employee performance and engagement.
- Leverage employee feedback to improve engagement and performance.
 - Build a robust employee listening strategy across the employee lifecycle.
 - Use different listening methods (engagement surveys, focus groups, town halls, etc.)
 - Share the collective voice back to your employees and show them how you're taking action.



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BONUS CONNECTION!

Enhanced Communication and Relationship Building



**What concrete thing
can you do in the
next month to
improve your
engagement and
performance?**

Because small improvements add up
to big culture change.

Thank You!

Let's Stay in Touch!




leannelagasse.com/idp

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Let's Do Lattes!

Schedule a consultation with a  Coexpert to chat about how an all-in-one HRIS could benefit your team, and the coffee is on us.

goco.io/coffee

Book & complete your call in the next 2 weeks and we'll send you a Starbucks gift card!

