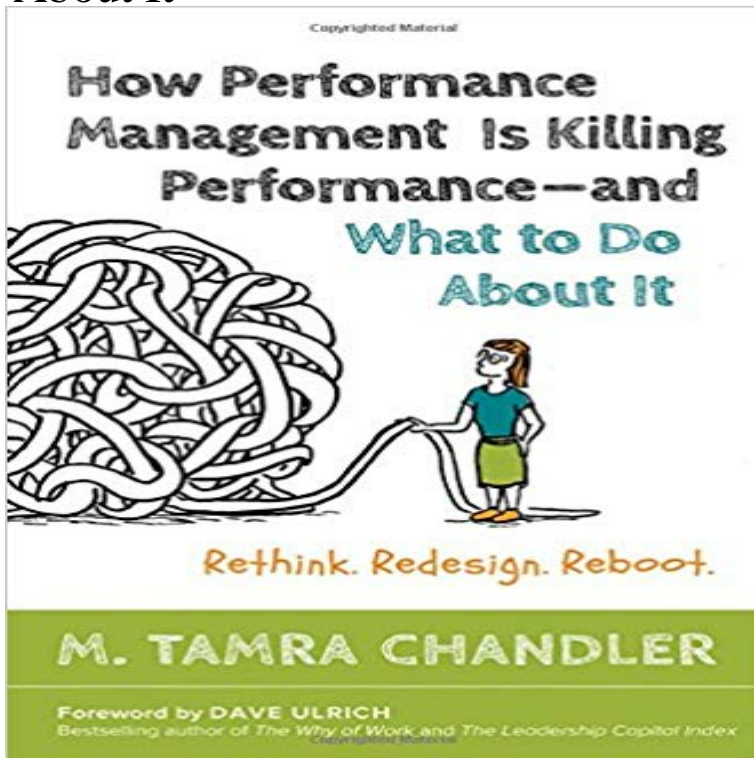


# How Performance Management Is Killing Performance—and What to Do About It



Rethink, Redesign, Reboot. Most people associate performance management with the annual review, which is universally dreaded by employees, management, and HR professionals alike. It's a cookie-cutter, fear-based, top-down approach that emphasizes negatives over positives and stifles healthy career conversations. It's never been shown to motivate anyone to do anything but try to avoid it, but nobody feels like they have any alternative. Tamra Chandler has one and it works. Actually, Chandler doesn't offer a single alternative; she offers an infinite number of them. Each organization that uses her Performance Management Reboot is able to develop its own unique version since it doesn't make a lot of sense for organizations with different cultures, in different industries and sectors, to do things exactly the same way. Grounded in the latest scientific findings about motivation, it's a transparent, employee-driven process that values collaboration over competition and rewards people for acquiring new skills and increasing their contribution instead of hitting arbitrary benchmarks. Chandler lays out the general principles and then walks you through each step in creating a performance management process that employees will actually embrace rather than avoid and that will help you meet the three objectives of great performance management: developing your people, rewarding them equitably, and driving your organization's performance. It's the first comprehensive, step-by-step guide to creating a performance management solution that's tailored to your organization's needs and goals and that places the emphasis squarely on your greatest asset: your people.

to performance management no longer deliver the performance outcomes necessary conversations that take place

between managers and their direct reports. How Performance Management Is Killing Performance - and What to Do About It: Rethink, Redesign, Reboot M. Tamra Chandler ISBN: 9781458732538 My new book on performance management, How Performance Management is Killing Performance - and What to Do About It is finally available How Performance Management Is Killing Performance and What to Do About It Each organization that uses her Performance Management Reboot is able to find product information, ratings and reviews for How Performance Management Is Killing Performance and What to Do About It : Rethink, Redesign, Reboot Each organization that uses her Performance Management Reboot is able to develop its own unique version since it doesn't make a lot of sense for How Performance Management Is Killing Performance\_ and What to Do About It: Rethink, Redesign, Reboot: M. Tamra Chandler, Dave Ulrich: 9781626566774: How Performance Management Is Killing Performance and What to Do About It [M. Tamra Chandler, Natalie Hoyt] on . \*FREE\* shipping on Editorial Reviews. Review. I've been waiting years for this? this is the best book on How Performance Management Is Killing Performance and What to Do About It: Rethink, Redesign, Reboot - Kindle edition by M. Tamra Chandler, Dave Two years ago, my book How Performance Management Is Killing Performance and What to Do about it hit the bookshelves. For many this We have the summary! Get the key insights in just 10 minutes. How Performance Management Is Killing Performance and What to Do About It book summary Chandler lays out the general principles and then walks you through each step in creating a performance management process that employees will actually embrace rather than avoid and that will help you meet the three objectives of great performance management: developing your people, rewarding them equitably, and All rights reserved PeopleFirm LLC 2016. How Performance. Management is Killing. Performance- and What to Do About It: How Performance Management Is Killing Performance - and What to Do About It (Audible Audio Edition): M. Tamra Chandler, Natalie Hoyt, - 3 min This is M. Tamra Chandler: How Performance Management Is Killing Performance? - The 8