



Performance Management

Develop a system that delivers performance – not bureaucracy.

BUILD

Build the organisation that meets your business needs. The people, the culture, the structure. TPS can help you put the right people, in the right place, doing the right things.

GROW

Grow your people, your capability, your potential to meet the needs of your customers. TPS can help you to release the talent in your organisation and allow it to grow and prosper.

FOCUS

Focus on those areas of your business that make the difference. Focus on performance. Focus on strengths. TPS can help your people to focus on what makes your organisation succeed.

For more information about any of our products and services, please contact us on:

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www.TPSDevelop.com



What is Performance Management

Performance management is about putting in systems and processes that help people to plan and execute their work in a way that delivers business excellence.

Good performance management systems are not a chore for managers to complete once a year but are an effective and essential tool which both staff and managers find indispensable in helping to set and realise performance targets.

TPS Performance Management Process

- Align business objectives with performance measures.
- Link personal behaviours and work outcomes.
- Create a flexible system which works for all parties.
- Train staff and managers in performance management techniques.
- Establish a “develop and grow” culture.
- Put in place an organisation-wide performance review process.

Who benefits from a TPS Performance Management system

Staff benefit from being able to contribute to their work plan, from knowing what is expected of them and knowing how to achieve their agreed objectives.

Managers benefit from having confidence that their staff all know their jobs and how to do them. They can be sure that each role contributes in a coherent way to the objectives of the department.

The **Organisation** benefits from having staff that feel supported in their work. With all people pulling in the same direction, the organisation can be confident that it is best placed to achieve its business objectives.

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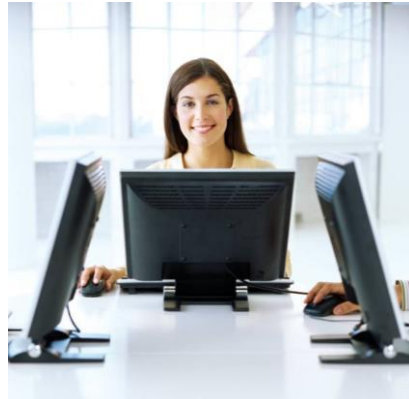
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How TPS can develop your organisation



TPS provide support to a range of clients across all industry sectors. Our consultants provide a comprehensive range of individual and organisational assessment and development solutions. We are UK based but we work across the world wherever our clients have people requirements which need addressing.

While we have a full portfolio of high quality programmes available for immediate use, our philosophy is always to match our solutions to the needs of our clients. Our client engagement process is second to none and each client project is carefully managed by the most suitable consultant with the right qualifications and experience. Our dedicated client liaison partner ensures that satisfaction is guaranteed every step of the way.

Note: All TPS work is provided on a fee-for-service basis. Each project is subject to a separate quotation and all consultancy, material and associated fees are made clear at the start of every project. Where venues or equipment is used, TPS will normally expect clients to provide such unless explicitly agreed beforehand.

People Requirements

- Upscaling the performance of an individual, a team or the entire organisation.
- Getting the right people into the right jobs – efficiently and cost effectively.
- Helping an organisation to define and implement change in order to better meet its strategic objectives.
- Building relationships internally and externally within and between teams and with customers.
- Assessing the “state of health” of the organisation.

SERVICES AVAILABLE

Build

- Assessment
- Teams
- Organisation Design

Grow

- Leadership Development
- Assessment for Development
- Functional Team Development
- Training Programmes

Focus

- Coaching Services
- Research Services
- Talent
- Business Alignment
- Performance Management

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