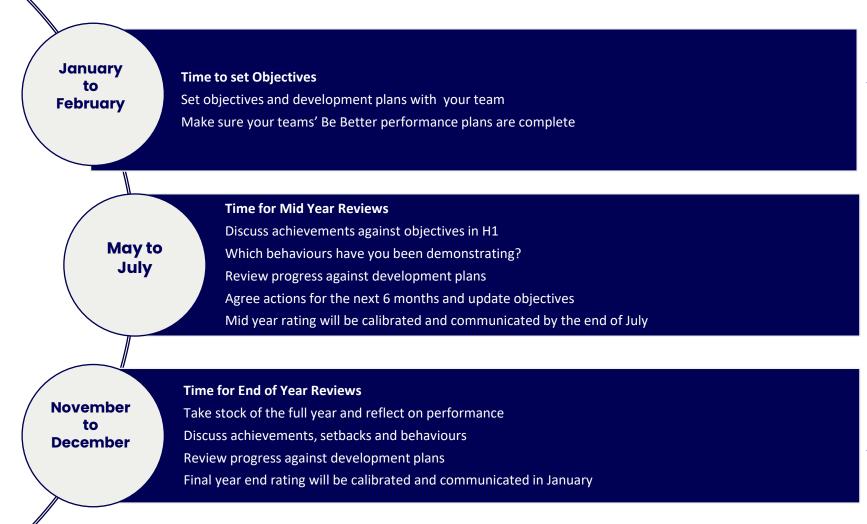
Our Performance Conversation Approach





Regular one to

ones, catch up and

performance

reviews throughout

the year

A look at the performance form



There's a page for colleagues to record their performance objectives, establish their success indicators, and provide a summary of what they intend to do and by when.



There are two similar pages (mid-year and year-end) in which colleagues can write down their overall performance assessment based on what they've done and how they've done it.



Finally, there's a page that allows colleagues to assess where they feel they are now and then map out the next steps on their personal development journey: what they want to do, how they'll make it happen and what career benefits it could bring.