

Speaker Topics

Presenter - John Reed of Reposition Pty Ltd

E: john@reposition.net.au

M: +61 438 648 678



TOPIC 4 - 'Reposition' your Performance Management System for Enhanced Performance

A company's performance management system is often developed by a 3rd party or an in-house specialist. It is not uncommon that business leaders are not directly involved in establishing the performance management framework. Similarly business leaders often delegate the implementation and ongoing development of the performance management system. John's perspective is that business performance is the sum of the performance of each component of the business, and that business leaders need to apply their minds to the performance management framework, the implementation, the ongoing system development, and the results.

To position the effectiveness of the current performance management systems business leaders need to ask and answer one central question, 'does the current performance management system result in improved business performance?'

Related questions include: Does management see the current performance management system as relevant and an important contributor to aggregate performance? Do the company's employees see the current performance management system as relevant and an important contributor to aggregate performance? Does the performance management system create a united and joint effort by all to a common set of goals and targets? Do customers recognise the company's performance management system a differentiator? Is the performance management system linked to the company's mission and the company's strategic plan and business plan?

John argues that business leaders who are serious about business performance need to be equally serious about the performance management system that directs the component parts. Business leaders need to develop a performance management system that tangibly drives performance. Employees will respect a system that helps them perform their work better and that results in greater customer satisfaction with improved financial performance.

Who will benefit?

Business Leaders, Directors, CEOs, Divisional Heads, Functional Heads, Management Teams.

Business Impact?

The speaker topic enables the audience to assess the 'reposition opportunity' for their business or for the component of a business for which they are responsible. Realising the 'reposition opportunity' requires management commitment together with a well defined initiative that is implemented well.