

ASTD Learn from the BEST

50+ Ideas in 50 Minutes



Can you be engaged and not performing?

Performance Drivers	Actions and Ideas	Notes
*A-Level Driver >25% Improvement		
Fairness and accuracy of informal feedback	<ol style="list-style-type: none"> 1. Tips provided to managers after each Talent Review 2. FYI Book 3. '7' 	
Risk Taking	<ol style="list-style-type: none"> 4. It's one of the competencies measured on Performance Evaluation 5. Ask for the work (PMPC and Leadership Development) 	
Emphasis (informal review) of performance standards	<ol style="list-style-type: none"> 6. Launched a new Leadership Competency Model 7. Align and weight goals 8. KPI's per goal 	
Employee understanding of performance standards	<ol style="list-style-type: none"> 9. 100% of Mid-year reviews completed on time 10. 1 pager showing strategy 	
Internal communication	<ol style="list-style-type: none"> 11. Town Hall Meetings 12. Blue Cards 13. Watercoolers 14. Ask Ed's 	
Manager knowledge about performance	<ol style="list-style-type: none"> 15. Manage non-performance 16. Show actuals 	
Opportunity to work on the things you do best	<ol style="list-style-type: none"> 17. Identify talent for our Business Teams 18. StrengthsFinder® Assessment 	
Feedback that helps employees do their jobs better	<ol style="list-style-type: none"> 19. Average investment of \$1100 per employee 20. Executive Coaching 21. Speak, Present, Influence, and Negotiation Training 	
Opportunity to work for a strong executive team	<ol style="list-style-type: none"> 22. All levels present to the global CEO 23. VIP speaker for Barilla University and video involvement 	
*B-Level (High Impact) Performance Drivers		
Opportunity to help launch a new business initiative or program	<ol style="list-style-type: none"> 24. Continuous Improvement Projects 25. Global Projects 	
Manager helps find solutions to problems	<ol style="list-style-type: none"> 26. Just say no 27. Leverage your suppliers more 	
Organizational flexibility	<ol style="list-style-type: none"> 28. What is your mobility story? 29. We know when we need to 'Take 5': Smoothie Bar, Halloween 	
Emphasis (in informal feedback) on personality strengths	<ol style="list-style-type: none"> 30. '7' 31. Put recognition on the agenda 	
Emphasis (in formal reviews) on personality strengths	<ol style="list-style-type: none"> 32. More examples as the rating goes up 3-4-5 33. The Little Blue Book 	

*The Corporate Leadership Council conducted extensive research to determine the factors that have the greatest influence on performance. They surveyed and interviewed over 19,000 managers and employees globally in over 34 companies in a variety of industries to determine what actually drives employee performance. Drivers of performance are categorized into 4 segments that they labeled as A, B, C, and D. A and B level drivers have the biggest impact on performance.



Performance Drivers	Actions and Ideas	Notes
B-Level (High Impact) Performance Drivers (cont.)		
Opportunity to turn around a struggling business	34. Provided coaching internally and applied a Performance Consulting approach	
Manager helps attain information, resources and technology	35. New Hire Checklist 36. Sharepoint	
Manager breaks down projects into manageable components	37. Teach the Managers first 38. Outsource if necessary	
Opportunity to have significant responsibility and accountability	39. Over-invest in High Potentials-\$5k	
Opportunity to do challenging and leading-edge work	40. Innovation Business Team 41. Stretch Goals	
Culture of innovation	42. Move to the ‘Think Tank’	
Manager translates long-term goals into step-by-step plans	43. ISO 9000 44. Transformation to Last (T2L)	
Manager clearly communicates expectations	45. President Goal Review 46. Plant Goal Setting Meetings	
Opportunity to experiment and take risks	47. Entrepreneurial Spirit Culture	
Manager likelihood to deliver voluntary informal feedback	48. Helping them be successful via data	
Functional specific training: IT	49. Strategically invested in 105 sessions and 2,000 learning hours for SAP	
Employee understanding of how to complete projects	50. Project Mgmt Curriculum	
Employees’ personal enjoyment of their work	51. ‘Ask Them’ 52. Skip-Level Meetings 53. Employer Branding Initiatives that tell your story	
Employee influence in selecting projects	54. Within our Performance Evaluation Process, employees can sign up for global projects 55. Meaningful Development Plans	
Helps team get started on a new project	56. Change Readiness Survey	
Challenge of projects and assignments	57. Place a greater emphasis on Talent Review outcomes	
Level of specificity in informal feedback	58. Survey Monkey	