



## Managing Performance

Make a difference through others

Bespoke Human Resource & Management Consultancy



The Grange Group is a management, human resource and management research consultancy with offices in Birmingham, Edinburgh, London and Manchester. We have a network of around 50 consultants based throughout the UK and Ireland. We offer a range of integrated solutions that help organisations add value for their stakeholders.

## We design performance management processes that enable you to align your people with your key goals.



Effective performance management is one of the major drivers for success. Executives and managers need to align staff with the key activities and goals of the your organisation. Employees need to understand how they contribute to the greater whole; the specifics of what they have to deliver are the base line for any performance management process. We help you design and implement a process that ensures this happens.

We see performance management as a process rather than a system and there is no single 'right way' to do it. What is important is that it's a regular on-going activity rather than an annual event. This isn't a new idea - good managers have been doing this for many years. We advocate a mixed model approach where the hard 'WHAT' aspects of performance are in balance with the behavioural 'HOW' of performance.

We design performance management processes, train managers and staff to use them and supply web-based technologies to help you with the administration. We also provide you with links to other processes such as pay progression, competency analysis, succession planning and training and development. With our training and consulting support, you not only develop a process that is fit for purpose, but one that actually delivers what you need.

## What do we offer?

**Process Design:** Create something that fits your culture and values.

One of the recurring problems with performance management is that it is viewed as simply a bureaucratic process that is mainly about form-filling and complying with timescales determined by HR. Organisations who make this work have changed internal perceptions so the focus is on the key aspects of planning and coaching.

We work with you to develop a process that supports the achievement of corporate objectives and gives people clarity on what really matters. We help you define the “what” and “how” so you encourage performance that is balanced as well as effective.

**Training:** Ensure your managers and employees know how to make the process work.

Without doubt this is the key to making performance management work for your organisation. The focus of training we provide for you is all about getting managers to see how they add value through others and ensuring employees see how they can take greater ownership over the process and use it to support their career development and self-motivation.

**Linkages:** Create links with other processes such as strategy implementation, competency analysis, career development, succession planning, reward and training

This is about getting the best mix of inputs and outputs. Personal performance in isolation of corporate objectives simply creates work and leaves things to chance. We help your executives and managers translate strategy into performance. We also help you achieve sustained success by ensuring you can identify the talent you have and use it to best effect. We also help you to retain this invaluable resource by helping you provide the development that is required when it is needed most. Finally we help you to recognise performance in the most appropriate and affordable way possible.

**Support Tools:** Make light of the information management needs by using our cost-effective support tools.

We provide you with an affordable method of managing workflow; gathering and sharing information; facilitating performance assessment; profiling jobs and people; identifying development needs; recording achievements and exporting data to internal HR systems. We can also help you export data to external accreditation bodies.



**A team committed to succeed. With our combined experience measured in decades we have the capability to ensure success.**

Our consultants come from a range of backgrounds including healthcare, education, outdoor development, commerce and the armed forces. Collectively they offer a combined capability well beyond any in-house facility that we have come across. This gives clients' access to considerable flexibility, capability and value for money.



## Four reasons for choosing The Grange Group:

### Expertise

We have a great team, rich in experience, drawn from a variety of backgrounds.

### Innovation

We use the latest technologies, giving you access to the most effective solutions.

### Track Record

We are proud of our client list. We are even prouder of the number of personal referrals we receive.

### Value

We provide an effective balance of quality and cost. Helping you make your budget go further.



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