

CONTINUOUS FEEDBACK IS THE KEY

Performance Management

Leader to Employee

SKILLS ARE NEEDED

Companies are shifting to more consistent, on-going feedback built around regular check-ins based on set goals, opportunities for recognition, and development of talent through coaching.

Peer-to-Peer

IT HAS A POSITIVE IMPACT

Project teams and cross-functional collaboration are growing at a rapid clip inside organizations. Peer-to-peer recognition is becoming a great way to harness stronger satisfaction among employees while building trust.

Team Feedback

THE CURRENCY FOR ACCOUNTABILITY AND SHARED LEARNING

It's all about the team — intact, project based, cross-functional — and the search for higher performance. Figuring out how to develop teams that excel remains a high priority for all companies. Making feedback an essential learning process is key.

Organizational Feedback from All Employees

ENGAGEMENT SURVEY FREQUENCY INCREASES

Innovative companies look to the topline trends gathered in real time with more frequency to design new approaches to grapple with the cultural implications needed for greater business impact.

90%

of managers avoid giving constructive feedback to employees out of fear the employee will react poorly.

Only 29% of employees know whether their performance is where it should be.

source: Leadership IQ, 30,000 employees on-going research

41%

of companies that employ peer-to-peer recognition (positive feedback) strategies have seen positive increases in customer satisfaction.

source: Globoforce, The Business Impact of Employee Recognition, 2012

2/3

of all teams score the lowest on holding each other accountable when gauging team effectiveness!

The #1 way to build accountability on a team — offer constructive feedback built upon safety and trust.

source: Tablegroup, Patrick Lencioni

22%

of companies survey employees quarterly or more often.

source: 2017 Deloitte Global Human Capital Trends