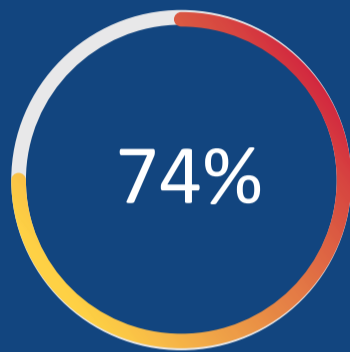


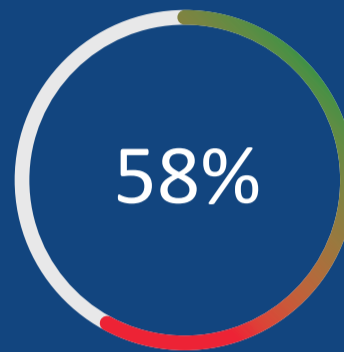
MOVING BEYOND MANAGEMENT: HOW TO ENABLE GREAT EMPLOYEE PERFORMANCE

TAKING PERFORMANCE MANAGEMENT TO THE NEXT LEVEL

For years we've heard "performance management is dead" and that employees don't like it. That's partly true, because the historical approach doesn't work with today's dynamic workforce. This graphic serves as a great reminder of what does and doesn't work and is based on data from Lighthouse Research & Advisory's 2017 Performance Management, Culture, and Engagement Study.

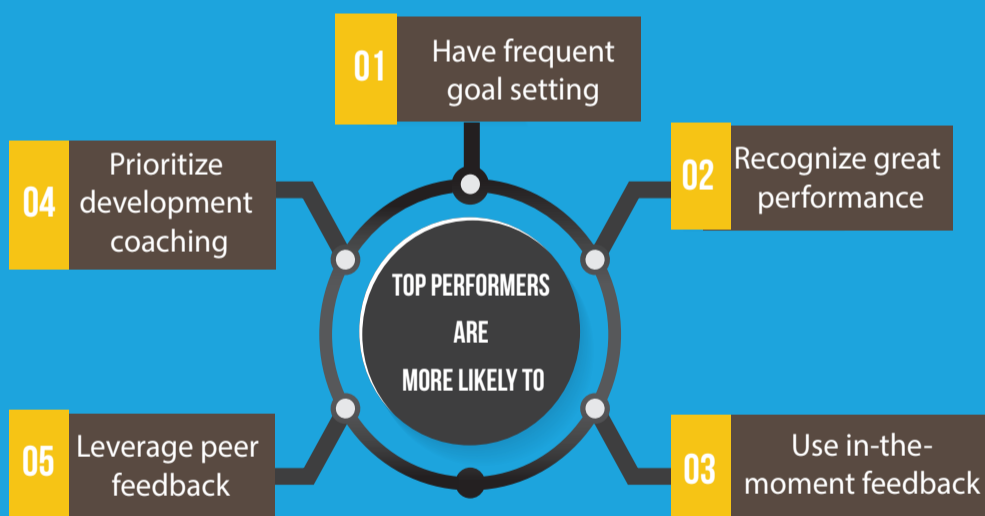


74% of high performers have a performance management practice that improves engagement levels.

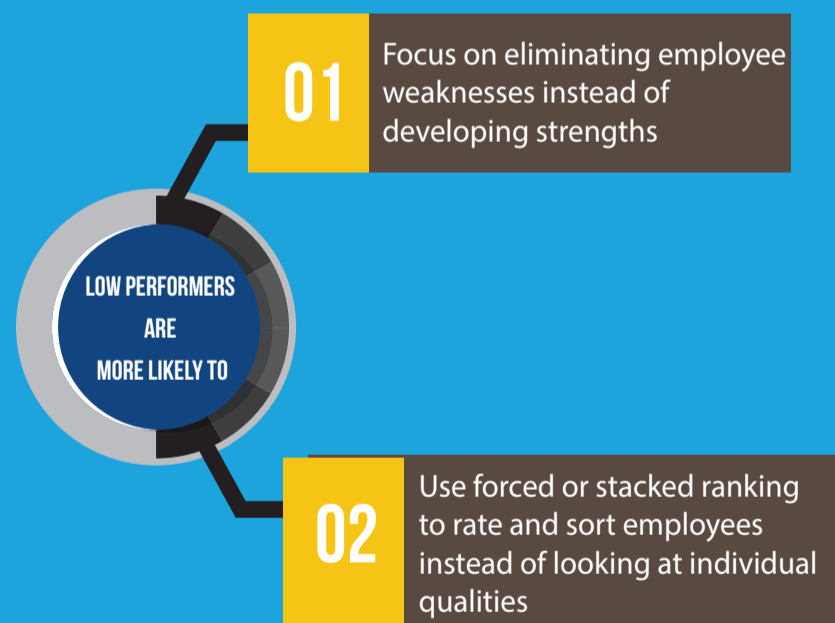


Low-performing companies are 58% more likely to have an ineffective approach to performance management.

TOP 5 PRACTICES OF HIGH-PERFORMING COMPANIES



TOP 2 PRACTICES OF LOW-PERFORMING COMPANIES



DRIVING THE BOTTOM LINE: PERFORMANCE MANAGEMENT IMPACTS ENGAGEMENT

Employers that focus on feedback, coaching, and development are more likely to improve worker engagement, positively impacting the bottom line.