### Performance Management at DU Overview & System Training For Managers

Human Resources & Inclusive Community

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# **Pioneer@Work**

- Performance Planning (first 6 weeks) formerly "Goal Setting" and Performance Review (last 6 weeks) are *required*
- Quarterly Check-ins are system generated reminders, but no task requirement
- Managers can now roll back forms an assign goals to direct and indirect reports
- System-Generated Reminders
- Employees *must* sign off on Performance Planning



- Due in 5 days
- 1 day past due
- 30 days past due
- 60 days past due
- 90 days past due
- 120 Days past due

### Updates for Newly Hired Employees

- Performance Planning launched on new employees hire date
- New Hire Onboarding Checklist launched 30 days after hire date
- All new hires are included in the Performance Management process
- Merit eligibility remains the same: July 1 cutoff
- 90 day blackout window for new hires only, relative to the division

### Resources to support YOU!

- Your Division Representative for Performance Management
- Performance Lead, Mia Elizardi
- System Administrator, Gerry Hoenings
- performancemanagement@du.edu
- www.du.edu/performancemanagement
- Your <u>HR Partner</u>



#### YEAR- END PERFORMANCE REVIEW

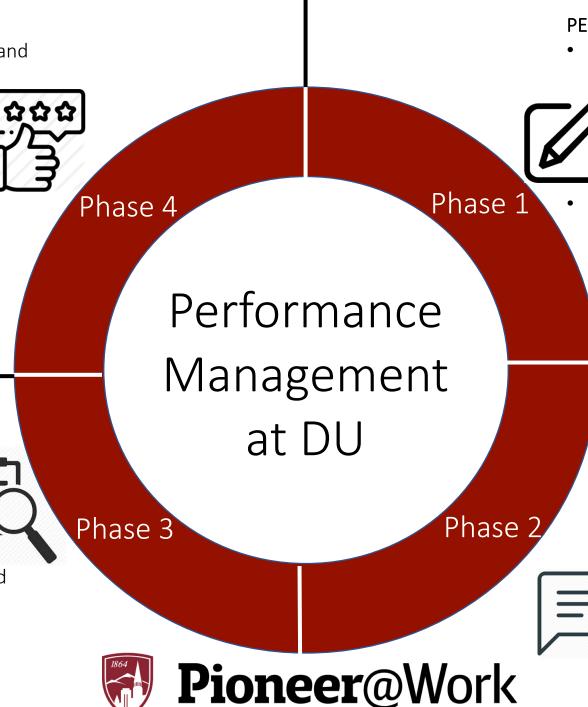
- Provide fair ratings for Job Goals and **Objectives and Competences**
- Provide clear examples and evidence of ratings
- Capture accomplishments and outcomes
- Review progress on Professional **Development Plan**
- Conduct formal "no-surprises" review meeting

#### QUARTERLY CHECK-IN: MID-YEAR

- Solicit and provide feedback, \_\_\_\_ coaching, and recognition M -----
- Review progress to date
- Adjust goals as needed
- Update priorities or expectations

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- Supervisor to explore barriers and how to remove them
- Celebrate accomplishments



#### PERFORMANCE PLANNING

Set clear, concrete, and connected expectations about results:



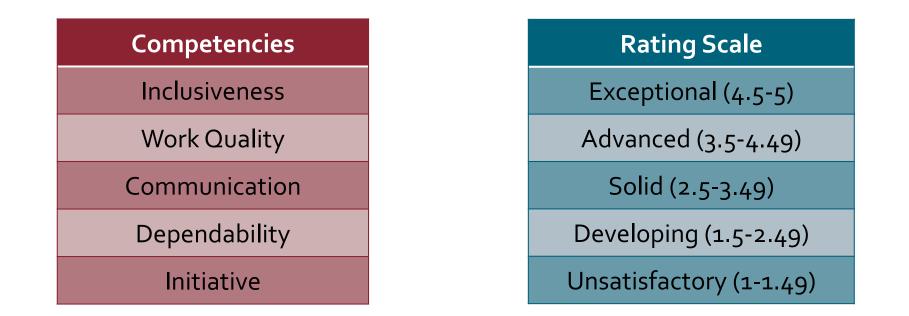
- Create Job Goals & Objectives Review Competencies
- Discussing development opportunities for job specific short-term and longterm career goals:

Create **Professional Development** 3. Plan

#### QUARTERLY CHECK-IN

- Solicit and provide feedback, coaching, and recognition
- Review progress to date
- Adjust goals as needed
- Update priorities or ٠ expectations
- Supervisor to explore barriers and how to remove them
- Celebrate accomplishments

Job Goals and Objectives	Competencies	Professional Development
60%	40%	Not rated



Merit Cycle	Academic Cycle
October 1 – September 30	July 1 – June 30



### What do I need to do in order to be successful this year ?

Three Sections of Performance Planning:

- 1. Write Job Goals and Objectives
- 2. Review Competencies
- 3. Create Professional Development Plan

Three tools to support this process:

- 1. Reference your Job Description
- 2. Talk with your manager
- 3. Consult Team, Unit, Organizational Goals IMPACT 2025

#### Employee

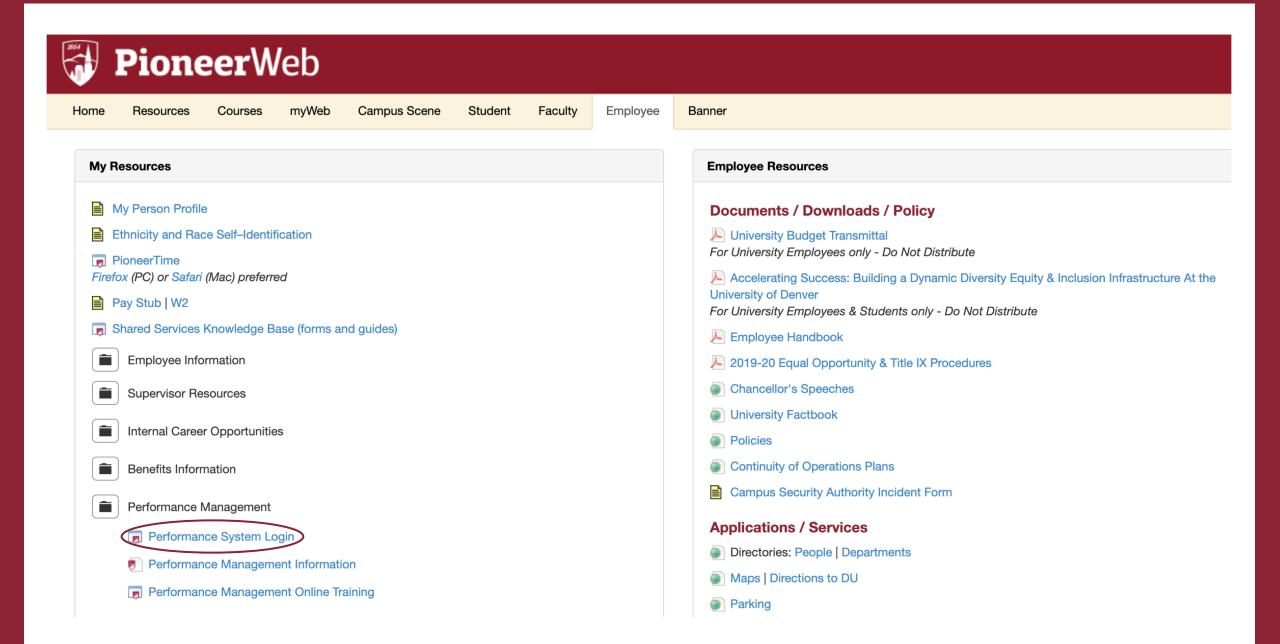
- Drafts Job Goals and Objectives, Reviews Competenties, Drafts PD Plan
- 18 Days to complete
- Due Jan 24th

#### Manager Review

- Modify edit, add, delete
- Not required, timebound
- 18 days to review
- Due Feb 11th or auto-advance

#### Employee Acknowledgement

- Review Manager modifications
- REQUIRED sign off
- 6 days to complete
- Due Feb. 17
- Data will then become active & viewable in "Your Action Items" and in managers queue



### THE₽BRIDGE



\*Look for announcements about training and the system in The Bridge.

# Human Resources & Inclusive Community

#### PERFORMANCE MANAGEMENT

Performance Planning

Quarterly Check-ins

**Performance Reviews** 

FAQs

Resources

#### PEOPLE DEVELOPMENT Performance Management

#### Pioneer@Work

#### UPDATE

Human Resources & Inclusive Community (HRIC) is thrilled to announce the implementation of its new performance management system. Utilizing software by Cornerstone, the new system, Pioneer@Work will allow benefited employees to create goals, schedule check-ins and more.

Join us for a Town Hall to learn more, no need to register:

- Jan 8, 3 pm 4 pm, AAC 290
- Jan 10, 11 am 12 pm, AAC 290
- Jan 16, 2 pm 3 pm, AAC 290

Performance Planning in the new system Pioneer@Work will go live campus-wide starting or January 6, 2020 at which point all employees can enter the system to set goals and go through the performance planning process.

Until the new system goes live in January, please continue to meet with your manager to plan your goals for the 2019-20 year. To support you in this process, please use the <u>SMART</u> <u>Goals Worksheet</u>.

Where are your past reviews? To access Performance Reviews from 2015 through 2019, you can still access our past system, SilkRoad by logging in <u>here</u>. Go to Appraisals under Reports, and download and save any reports.

If you are interested in getting Performance Reviews prior to 2015, please reach out to your HR Partner or email <u>performancemanagement@du.edu</u>.

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To log on to the <u>Performance</u> <u>Management system</u>

To get help using the system, contact the <u>Performance Managemen</u>t team

To get help with login issues, call the IT Help Desk at 303-871-4700

To Register for Training

Got suggestions, comments, feedback? We'd love to hear from you! <u>EMAIL US</u>.

www.du.edu/performancemanagement

## THANKYOU!