

Ans 1.

Deloitte, a global company with 100,000+ employees worldwide, set out to reinvent the way they approach performance reviews after tallying the number of hours the organization spent on performance management: an astounding *2 million hours a year*. They also discovered that the current rating system produced data that relied more on the evaluator than it did on the person being evaluated.

Despite the time spent on them, the system did not provide adequate or timely feedback to employees, nor did it provide organizational decision makers with sufficiently accurate performance data to be used in important decisions such as incentive pay. The company decided to give the system a makeover but also to change the company's view of what performance management is and how to approach it.

This transformation effort began with identifying what Deloitte needed the system to be able to accomplish. Erica Bank, performance management leader at Deloitte, describes the objectives as threefold: fuel performance, see performance, and recognize performance. To fuel performance, a key tool in the revamped system is frequent meetings in which the employee and the manager have future-oriented conversations, called "check-ins" or "one-on-ones." Managers and employees are encouraged to briefly meet weekly or biweekly to discuss ongoing work and employee career development. To get the employees and managers started, HR gave them ideas of what to talk about and sent weekly e-mails asking whether they had met (i.e., rather than force compliance, they simply nudged). The frequency and regularity of these meetings would ensure that the feedback received would be timely.

To see performance, managers are now asked to rate each employee they work with at the end of each project using a simple, four-question survey:

- Given what I know of this person's performance, I would always want him/her on my team. (*Responses reported on a 5-point scale ranging from strongly disagree to strongly agree.*)
- This person is at risk for low performance (yes/no).
- Given what I know of this person's performance, and if it were my own money, I would award this person the highest possible compensation increase. (*Responses reported on a 5-point scale ranging from strongly disagree to strongly agree.*)
- This person is ready for promotion today (yes/no).

At a minimum, each employee is rated every quarter. Deloitte made the initial decision not to share each rating from individual managers with the employees, opting to share annual aggregated ratings with the rationale that this would allow managers to be more honest.

To recognize performance, Deloitte decided to use the performance ratings as a starting point. Chief Learning Officer Jeff Orlando notes that every "people decision" will be data informed but not data driven. HR and business leaders could use this information to decide whom to promote and whose performance needed intervention. The system is meant to help support (but not replace) decision makers in their efforts to recognize employee contributions.

Deloitte Case 12 10 Solution

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