

ENERGIZING
WORKPLACE
PERFORMANCE
THE POWER OF PERFORMANCE MANAGEMENT

H A R O L D S . R E S N I C K

Preface

A proven methodology to energize and convert human potential into extraordinary workplace performance.

If people are an organization's most important asset, why do so few organizations actually implement programs that help individuals achieve their potential? Research repeatedly shows that employees lack clarity regarding their roles, are unclear about their goals and success measures, do not feel they receive helpful feedback, do not receive adequate coaching, are not recognized for their accomplishments, and are frustrated by compensation systems that do not significantly differentiate between top performers and marginal ones.

Research also reveals that organizations that do implement performance management in a consistent, integrated manner achieve up to 34% productivity gains. Their work force is more strongly motivated which translates into increased customer satisfaction. There is also less turnover.

Energizing Workplace Performance provides the integrated systemic solution for maximizing employee potential and performance. The book is divided into three sections. The first section provides the rationale and research evidence for performance management, linking it directly to productivity, profitability and customer satisfaction.

The second section presents the framework for this comprehensive system. The last section provides the specific step-by-step methodology, enriched with real-life examples, that can transform individuals, groups and organizations.

In a time when competitive pressures reflect a global perspective, this book provides a beacon of light that shows how significant competitive advantage can be achieved simply by releasing and nurturing the potential and desire to achieve that resides in all of us.

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