

Performance Pilot 6-Month Snapshot

What is the Performance Pilot?

The Pilot replaces Annual Reviews with a Continuous Coaching model, where employees and supervisors get **actionable feedback today** and **support to grow for tomorrow**.

Are employees and supervisors talking?

1:1 Check-Ins

Future-focused feedback conversations at least every 2 weeks



+4.3%

(TINYpulse Scores
Nov. 2017: 8.2/10;
Mar. 2018: 8.5/10)

Are employees setting and reaching goals?

Goal Reviews

Discussion of performance and development goals every 6 months



+14%

(TINYpulse Scores
Sep. 2017: 7.5/10;
Mar. 2018: 8.54/10)

Are employees recognized for doing great work?

Celebrations

Rate of Cheers for Peers recognitions sent per participant per survey



+97%

(Cheers per Person
Benchmark: 0.3;
Pilot Average: 0.59)

For more information on the Performance Pilot, please visit: hr.smcgov.org/performance-pilot

