



Scarce public sector resources refocuses the alignment of rewards with outcomes. Public sector organizations can leverage performance management, a critical tool, to achieve their goals.

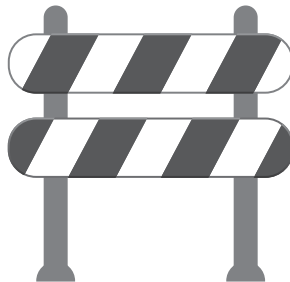
LEVERAGING PERFORMANCE MANAGEMENT

A study by The Segal Group shows that only 42% of employees (in all employers) say they get frequent performance feedback. Our experience indicates that entities are increasingly seeking practical ways to plan, evaluate and reward performance excellence.



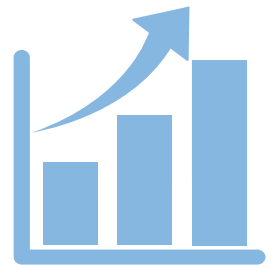
PROBLEMS PLAGUING PERFORMANCE MANAGEMENT

- High effort for low return
- Not relevant to day-to-day functions
- An event vs. a process—only occurs once or twice a year
- Isolated
- Narrow focus
- Resistance from supervisors and employees



MAXIMIZING THE IMPACT

Well-executed performance management can align performance with organizational strategy, enhance skills and encourage development, send messages about what the organization values, and increase engagement of high performers.



HOW SEGAL WATERS CAN HELP

Segal assists clients in all facets of performance management program design, development and implementation, whether an entity is experienced with performance management or implementing a formal program for the first time.

WHY CHOOSE SEGAL WATERS CONSULTING?

- **Proven results.** A performance management program offers distinct advantages for the organization and employees.
- **Education and resources.** We keep clients prepared and informed through frequent articles, publications and webinars.
- **Customized solutions.** Our size, experience and consulting philosophy enable us to tailor our partnerships to suit each organization's needs.

