

The background of the slide is a deep space scene. On the left, the curved horizon of Earth is visible, showing a blue atmosphere and white clouds, with a bright sun or star behind it creating a lens flare effect. The rest of the background is a dark, star-filled field with numerous small, distant stars of various colors.

HOW FAR CAN WE GO?

EMPLOYEE IN THE DRIVER'S SEAT

Performance Management to Performance
Development

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We all rise

GE's Global Context:

Realities
Global

Matrix

Frequent changes

Expectations for meaningful work and growth



Implications

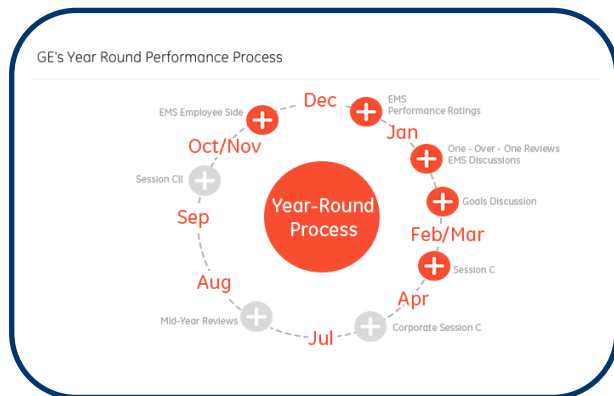
Dispersed - Need clear expectations across distance

Need effective/ regular feedback among team

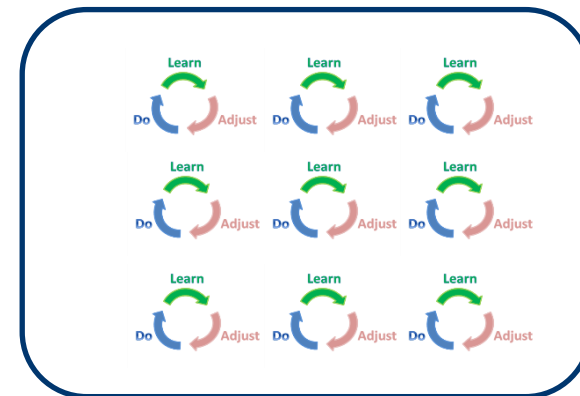
Agile expectations

Continuous coaching and learning

From:



To:



Performance Development leading to outcomes

A real-time, integrated approach focused on performance, learning and development to support a fast, simple, customer-focused company

Process starts with a discussion between employee and manager about **priorities** and continues with ongoing **touchpoints**. Ends with a summary touchpoint

Colleagues can provide **insights** to each other, but only for employee view



← **Technology supports** →

OUTCOMES... not effort

BEHAVIOURS... not tools

IMPACT... not a ritual

COACH... not comply