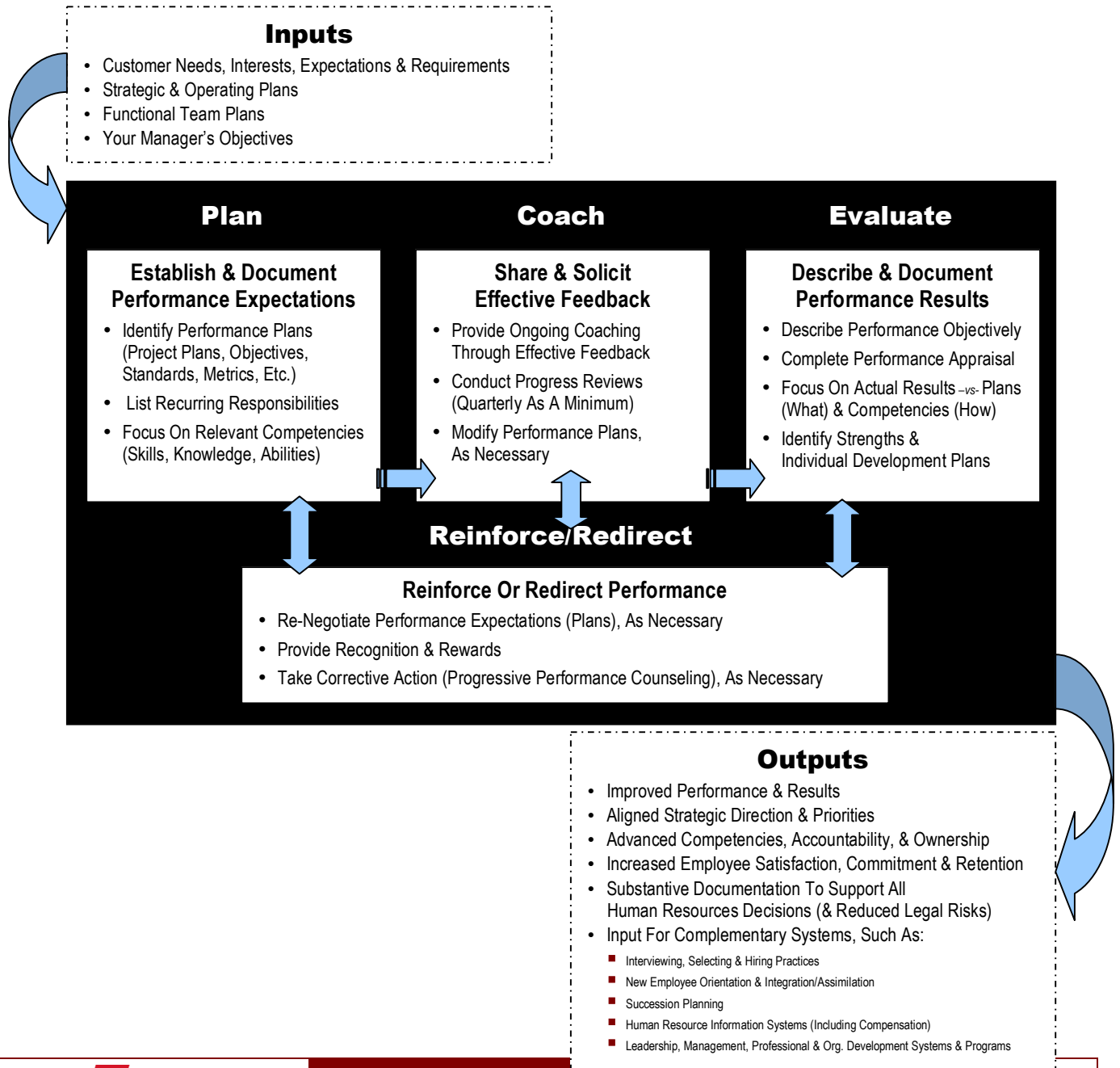


Performance Improvement Process

- Key features:
1. Establish and document employee performance **expectations** aligned with organizational goals (e.g., project plans, objectives, standards, metrics, etc.)
 2. Identify and plan for development of **competencies** (skills, knowledge, abilities) most critical to meeting and exceeding performance expectations
 3. Enhance manager/employee ability to share **feedback** during performance conversations to continually improve performance results



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