

Performance Management In A Post-Pandemic World

Check out changes organizations can make to their performance management systems



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Traditional methods of performance management have been on the decline for many years, and in 2019, several high-profile HR commentators claimed it was the end of the traditional annual review with organizations instead opting for more regular conversations about employee performance. The events of 2020 meant that most organizations did not develop their performance management processes to this end, and many organizational development projects were halted. However, with many businesses looking to

change working practices in 2021, opting for more agile arrangements and remote working, there is an opportunity to make small, thoughtful changes to performance management systems, processes and activities that can improve their effectiveness and help align processes to the new ways of working that are on the horizon. These small changes can help improve organizational productivity and performance and help organizations regain lost ground post-pandemic. First of all though...