

# Performance Management Approach

Fostering high performance culture



*Purpose*  
Innovating for a  
better world



Performance Management drives a high-performance culture and our values



Every employee has a meaningful job and understands the outputs expected from their job



Performance management is about more than just results

# Performance Management Process



**Clear, specific, and measurable goals**



**Typical performance management process:**

- Goal setting
- Planning
- Monitoring
- Regular discussions



**The process is aligned with business objectives**

