

## The Learning Low-Down

### Food for Thought

Topics on the Mind of Learners & Managers

#### Performance Management

There are many good reasons for using performance reviews. If your company doesn't provide performance reviews, start asking some hard questions about why reviews aren't part of your performance management process. If you are providing reviews, are they effective? Are you getting the results you want? Here are some key reasons why you should be providing reviews for your employees:

- Assess the performance of each employee and provide feedback.
- Let employees know what they are doing well and what needs improvement.
- Employees want to know where they stand regarding their job performance and their role in the company.
- You should also put together a development plan so employees can improve their skills.
- You may not always have time to engage in an extended conversation with your employees. Another advantage of a performance review is that it allows you to have a candid one-on-one chat, which can give you a better idea of what makes them tick as well as the chance to build rapport.

If you are just getting started with reviews, or you have been giving them for some time, Learning Cart can help. Learning Cart can provide you and your managers with the skills and knowledge needed to give effective performance reviews. Learn how to create a development plan, set goals, and hold your people accountable to those goals. Here are some examples of courses in this area:

- Monitoring and Improving Performance
- Planning for Performance
- Preventing Problem Performance
- Managing Performance
- Management Essentials: Developing Your Direct Reports
- Giving Feedback
- Delivering a Difficult Message with Diplomacy and Tact
- Goals and Setting Goals
- Managing Goals

Once you've delivered the review, Learning Cart can be part of your employees' development plan. Use the courses in Learning Cart to build skills in supermarket math, merchandising, reducing shrink, managing time, identifying theft, communication skills, and many other areas. And you can use Learning Cart as a tool for monitoring your employees' progress towards their goals!

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