

ROADMAP FOR CONTINUOUS IMPROVEMENT

INFOGRAPHIC

1. Performance Measurement

- 1.1 Deploy KPI selection workshops;
- 1.2 Simplify the KPI documentation form;
- 1.3 Consolidate the organizational KPI library;
- 1.4 Create a change log;
- 1.5 Use internal and external research for target setting;
- 1.6 Increase awareness on data visualization;
- 1.7 Implement a software solution.

2. Performance Management

- 2.1 Create a process map for monthly reporting;
- 2.2 Optimize decision making;
- 2.3 Apply root cause analysis;
- 2.4 Focus on projects documentation and reporting.

4. Strategic Planning

- 4.1 Create a strategic planning process map;
- 4.2 Align strategic planning with other key processes;
- 4.3 Internalize new tools introduced;
- 4.4 Establish a Strategy Management Office;
- 4.5 Recalibrate KPI when strategy is reviewed;
- 4.6 Enhance strategy communication;
- 4.7 Cascade the Performance Management System to employee level.

3. Performance Culture

- 3.1 Develop a Performance Management Manual;
- 3.2 Create Communities of Practice;
- 3.3 Reward performance financially and non-financially;
- 3.4 Follow up after appraisals;
- 3.5 Design career plans and empower employees;
- 3.6 Employ gamification initiatives.