Performance conversations offer leaders a chance to strengthen manager-employee relationships. And their feedback is most effective when learning and development are integrated at the core of the performance review cycle.

Learn how you, as a manager, can transform the performance review experience for your team. Plus, explore resources designed to help your team members learn and grow.

Content

Click on the dynamic categories below to go directly to a full list of curated content recommendations with embedded links.

- Be Purposeful in Your Delivery
- Harness the Power of Coaching
- Build a Culture of Accountability with Goal Setting
- Managing and Developing High-Performing Teams
- Create Growth Opportunities
- Employee Development Road Map
- International Content Offerings
Learn the essential components of preparing comprehensive 360-degree feedback. By readying yourself, you can deliver an effective employee performance review that's unbiased and constructive.

85% of workers who have weekly check-ins with their managers report higher levels of engagement (SHRM: Performance Management Evolves)

Pro Tip

Avoid surprises by introducing frequent check-in conversations throughout the year. Plus, discover how to design a performance review experience focused on the path forward.

- Prepare for a one-on-one meeting – (2m 08s)
- What makes one-on-one meetings successful? – (2m 10s)
- Do the prep work – (3m 22s)
- Addressing common biases – (3m 57s)
- Being a fierce advocate – (2m 53s)
- Defensiveness, surprise, anger, or tears during reviews – (3m 49s)
- Preparing for the meeting – (3m 10s)
- Reviewing relevant information – (3m 21s)
- Best practices for delivering 360 feedback – (4m 37s)
- How to decide if you should share the review in advance – (2m 47s)
Harness the Power of Coaching

To be effective in developing employees, managers need to integrate various coaching techniques catered to the specific needs of individuals.

Pro Tip

Learn how to **be curious, present, and provide clear feedback** with compassion.

**Questioning little Ted** – (2m 57s)
**Listen to understand** – (2m 28s)
**Get into a coaching mindset** – (2m 49s)
**Coaching** – (3m 29s)
**The process of coaching** – (4m 29s)
**The importance of compassion at work** – (3m 19s)
**Personalized feedback** – (2m)
**What is effective feedback?** – (3m)
**Why coaching is so important** – (50s)
Build a Culture of Accountability with **Goal Setting**

Boost performance reviews by developing concise, achievable, and measurable goals for you and your team.

**Pro Tip**

As a manager, you set the stage for accountability by *defining the vision, direction, and goals*.

- Work with your employees to set clear goals – (2m 54s)
- How to use SMART goals – (1m 57s)
- How to create a stretch goal – (1m 55s)
- Create a culture of accountability – (3m 20s)
- Goals and strategy: The key steps – (2m 53s)
- OKR design process for a group – (4m 12s)
- Achieving goals: The success steps – (4m 12s)
- A strategic performance development and management approach – (3m 05s)
Managing and Developing High-Performing Teams

85% of people believe trust is important to have a high-performing team. *Trust Edge, 2020*

Pro Tip

Define high performance, reward positive behavior, and create space to *promote inclusivity and belonging*.

- Build team trust by extending trust – (1m 55s)
- Recognize and reward great performance – (2m 53s)
- Cultural awareness – (4m 37s)
- Promote psychological safety – (3m 10s)
- Equitable leadership – (3m 07s)
- The seven aspects of high-performing teams – (3m 36s)
- Inclusion with empathy is more than “diversity” – (6m 05s)
- Rewarding good behaviors – (3m 36s)
- Move from managing to leading – (3m 30s)

Learn how to amplify a positive performance review experience.
Create Growth Opportunities

Lead and manage your team with an abundance mindset. Discover how to stretch and coach high-potential employees, address poor performance, and set clear expectations.

Pro Tip
By focusing on continuous learning, you can foster career growth and advancement.

- What motivates individuals in your team — (7m 32s)
- Guide employees to strong career development — (2m 52s)
- Growth mindset, adaptability, and achieving goals — (3m 03s)
- Creating stretch assignments — (3m 31s)
- Coach high and low performers — (3m)
- Problem with stars — (3m 12s)
- Manage the poor performer — (3m 28s)
Empower your employees to take charge of their careers and lifelong learning journey.

Pro Tip

As a manager, you can recommend the following curated content to employees to upskill and drive their career growth.

- Use your voice — (4m 19s)
- Staying on top of industry trends — (3m 11s)
- Feedback is your responsibility — (1m 34s)
- Growth mindset — (4m 08s)
- Form habits that help you succeed — (3m 11s)
- Learn from role models and mentors — (2m 38s)
- Lean into self-accountability — (3m 35s)
- Benefits of internal mobility — (2m 38s)
International Content Offerings – Part 1 of 3

**German**

Feedback einholen als Mitarbeiter:in (21m 29s) – Asking for Feedback as an Employee
Female Empowerment: Selbstbewusstes Auftreten (36m 53s) – Female Empowerment: Appearance and Performance
Coaching-Skills für Führungskräfte (27m 34s) – Coaching Skills for Leaders and Managers
Recruiting: Fachkräfte und Spezialist:innen gewinnen (46m 08s) – Performance Based Hiring
Teamleistungen mit Kennzahlen messen (1hr 20m) – Measuring Team Performance
Eine Hochleistungskultur schaffen (1hr) – Creating a High-Performance Culture
Coaching für mehr Wachstum (49m 35s) – Coaching for Results
Die Leistung der Mitarbeiter:innen steigern (1hr 05m) – Improving Employee Performance
Modernes Leistungsmanagement (57m 03s) – The Future of Performance Management
Ziele für Mitarbeiter:innen und Teams setzen (1hr) – Setting Team and Employee Goals
Beurteilungsgespräche führen (49m 28s) Performance Review Foundations
Mitarbeiter:innen Feedback geben (56m 47s) Delivering Employee Feedback

**French**

Repenser la gestion de la performance (1hr 03m) – The Future of Performance Management
Améliorer les performances des employés / employées (1hr 02m) – Improving Employee Performance
Donner et recevoir du feedback (47m 28s) – Giving and Receiving Feedback
Le recrutement axé sur la performance (35m 26s) – Performance Based Hiring
Coacher pour générer des résultats (47m 28s) – Coaching for Results
Demander un feedback au travail (21m 12s) – Asking for Feedback as an Employee
Instaurer une culture de la performance (1hr 02m) – Creating a High-Performance Culture
Compétences en coaching pour les leaders et les managers (33m 30s) – Coaching Skills for Leaders and Managers
Définir et atteindre ses objectifs professionnels (30m 53s) – Defining and Achieving professional goals
Conseils d’expert : Créer une culture de coaching entre pairs (33m 44s) Expert Tips: Creating a Culture of Peer-to-Peer Coaching
Mesurer les performances d’équipe (1hr 25m) Measuring Team Performance
International Content Offerings – Part 2 of 3

Spanish

Evaluación de desempeño en la nueva normalidad: Presencial, remota e híbrida – (34m 55s) Performance Evaluation in the New Normal: Face-to-face, Remote and Hybrid

Cómo solicitar feedback o retroalimentación para tu crecimiento personal (21m 43s) – Asking for Feedback as an Employee

Habilidades de coaching para líderes y gerentes (34m 14s) – Coaching Skills for Leaders and Managers

Cómo crear una cultura de alto rendimiento (1hr 01m) – Creating a High-Performance Culture

El futuro de la gestión del rendimiento (1hr 08m) – The Future of Performance Management

Cómo mejorar el rendimiento de tu personal (1hr 02m) – Improving Employee Performance

Cómo hacer coaching a tu personal para obtener resultados (58m 01s) – Coaching for Results

Cómo dar y recibir feedback o retroalimentación (46m 07s) – Giving and Receiving Feedback

Portuguese

Técnicas de Coaching para Motivar Colaboradores em Situações Difíceis – (47m 18s) Coaching Employees through Difficult Situations

Gestão de Desempenho: Como Definir Metas e Avaliar a Performance (19m 26s) – Performance Management: Setting Goals and Managing Performance

Como Pedir Feedback no Trabalho para Evoluir na Carreira (21m 47s) – Asking for Feedback as an Employee

Competências de Coaching para Líderes e Gerentes (34m 11s) – Coaching Skills for Leaders and Managers

Fundamentos da Avaliação de Desempenho (2hr 14m) – Performance Review Management

O Futuro da Gestão de Desempenho (1hr 06m) – The Future of Performance Management

Como Dar e Receber Feedback (46m 56s) – Giving and Receiving Feedback

Técnicas de Coaching para Resultados (59m 35s) – Coaching for Results

Como Criar uma Cultura de Alto Desempenho (1hr 02m) – Creating a High-Performance Culture
International Content Offerings – Part 3 of 3

Japanese

パフォーマンス・マネジメント: パフォーマンスレビューの実施 (28m 35s) – Performance Management: Conducting Performance Reviews
リーダーとマネージャーのためのコーチングスキル (35m 01s) – Coaching Skills for Leaders and Managers
SMARTの法則でチームと部下の目標を定めるには (54m 56s) – Setting Team and Employee Goals
これからのパフォーマンスマネジメントとは (1hr 09m) – The Future of Performance Management
部下の業績を高めるには (1hr) – Improving Employee Performance
効果的なフィードバックの与え方と受け取り方 (48m 18s) – Giving and Receiving Feedback
部下をコーチングで育てるには (1hr 06m) – Coaching and Developing Employees
パフォーマンスが高い人材を採用するには (1hr 14m) – Performance-Based Hiring
部下の業績課題に対処するには (53m 25s) – Managing Employee Performance Problems
適切なフィードバックの伝え方 (1hr 07m) – Delivering Employee Feedback

Mandarin

绩效管理: 设置目标并管理绩效 (18m 51s) – Performance Management: Setting Goals and Managing Performance
获取反馈: 员工篇 (21m 20s) – Asking for feedback as an employee
领导者与管理者的教练技能 (34m) – Coaching Skills for Leaders and Managers
绩效管理：进行绩效评估 (27m 02s) – Performance Management: Conducting Performance Reviews
绩效管理的未来 (1hr 04m) – The Future of Performance Management
管理员工绩效问题 (36m 53s) – Managing Employee Performance Problems
创建高绩效文化 (1hr) – Creating a High-Performance Culture
提升员工绩效 (57m 48s) – Improving Employee Performance
反馈的给出与接收 (58m 43s) – Giving and Receiving Feedback
结果导向式辅导 (56m 47s) – Coaching for Results
目标设定法 OKR：目标与关键结果管理法 (32m) – Goal Setting: Objectives and Key Results (OKRs)
基于绩效式招聘 (1hr 11m) – Performance-Based Hiring