



## Offline was easier! Performance evaluation for remote teams - 2 h

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### Context

I have been lately talking with managers who have the feeling that the team's members and performance are slipping through their fingers. Because it doesn't occupy the same physical space, the feeling of lack of control and monitoring is more intense; hence the feeling of very reduced ability to correctly evaluate each one's performance and contribution and to improve them obviously. Is that so?

What factors make up the total performance of a person on the team? That is, how does a person count their contribution to how the team achieves its goals? How did we get used to measuring this when we were working together, and what changes now, when we have to work remotely?

And how do we send feedback to teams, after we have reached conclusions based on performance appraisals?

Many variables change, but one thing is certain: performance evaluation is an essential step in managerial practice, which is based on a multitude of other fundamental processes related to the life cycle of the employee in a team.

### Learning Objective:

- Understanding all the factors that make up a person's contribution to the team's performance, as well as finding functional ways to properly evaluate these performance elements, even in remote work conditions.

### Among the topics presented:

Ø The concept of total performance, based on a Campbell model; it's not just about numeric indicators and KPIs.

Ø SMART about goals? Never more valid than now!

Ø What is measured when I evaluate the performance of the people in the virtual team? Focus on results, not on behaviors that mimic effort.

Ø Other indicators relevant to the performance of the remote team! Why are they important, how do I measure them?

Ø Feedback (almost) 360 degrees. (start, stop, continue from all - exercise)

Ø Periodic assessments? Forget about them! Useful tips for proper feedback!