

Performance Management in the Wake of Remote Working Teams

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Is Performance Management Subjective or Objective?

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Mwaka's Performance

	Target	Achieved	% Achievement
Financial Goals	50	77	154%
Non Financial	50	35	70%
	100	112	112%

Note:

1. One warning letter on file for missing mandatory training
2. Highest number of compliments from clients for delivering the best service



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How would you rate Mwaka?

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Team Performance

Name	Score	Ranking
Mwaka	112%	1
Chaka	72%	2
Namonda	65%	3
Mutinta	60%	4
Bwalya	55%	5
Madalitso	55%	6
Chris	50%	7
Jude	44%	8
Natasha	35%	9
Mark	30%	10



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How would you rate Mwaka now?

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Know your people



Frequent catch ups



Focus on output not micromanagement



Tools & Equipment



New wine in new wine skins



END

