

MANAGE TALENT & PERFORMANCE

PROVIDE THE “LINE OF SIGHT” THAT ALIGNS YOUR TEAM

- **Transparency** – making it easy to understand what’s expected in terms of:
 - Competencies, knowledge, skills and abilities
 - Contributions to Unit performance
 - Behaviors and Values (cultural)
- **Objectivity** – use performance criteria and processes that are seen as fair and relevant and directly tie to the Services provided and the desired state of Client Relationships
- **Frequency** – ensure timely and high-quality performance and development feedback; including feedback for each Project Role
- **Visibility** – provide a visible Journey Map and Career Map so individuals can take accountability for managing their own careers across near and longer term horizons

