How to boost your team members performance

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A few words about myself

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OCCUPATION: Organizational Development
PASSION: Ocean & Processes Building
PLACE: Omsk, Russia
HOBBY: Medium blog about leadership
Implemented the system of feedback and personal development planning
Why you need PDP and feedback
Why PDP and feedback?

1. Faster professional growth
2. Faster bigger goals achievement
3. High level of transparency
4. Atmosphere of trust and collaboration
5. Stronger commitment
Feedback

1. Anonymous
2. Constructive
How to give feedback
Feedback questionnaire
Block

- Development skills
- Working on a project
- Communication

Goal

- Check professional qualities
- Check the ability to be a team player
- Check the ability to express opinions and build interpersonal relations
Development skills

Approach

Code style

Speed

Level of proficiency
Working on a project

- Project goal understanding
- Level of responsibility
- Communication with clients and other departments
- Contribution to a team
3 Communication

Constructive discussions

Openness

Integrity

Taking part in informal events
Personal Development Plan

Professional (and personal) goals of an employee and ways to achieve them in a certain period of time
Personal Development Plan

Shows a level of employee satisfaction with their work, working conditions
PDP questionnaire
<table>
<thead>
<tr>
<th>Blocks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Previous planning results</td>
</tr>
<tr>
<td>Job satisfaction</td>
</tr>
<tr>
<td>Personal and professional growth</td>
</tr>
<tr>
<td>Team and communication</td>
</tr>
<tr>
<td>Emotional state</td>
</tr>
<tr>
<td>Self-assessment</td>
</tr>
<tr>
<td>Goals</td>
</tr>
</tbody>
</table>
Previous planning results

Accomplished projects

Accomplished goal

Not accomplished goals
2. Job satisfaction

- Project management
- Working conditions
- Office space
3. Personal and professional growth

- Opportunities
- Salary
- Interesting tasks
4 Team & communication

Mutual help

Trust

Feedback
5 Emotional state

Burn out

Atmosphere in a team
Self-assessment

Social skills

Professional skills
Goals

Goals and ambitions for the next period
Analysis

1. Compare self-assessment and colleagues feedback
2. Check the percentage of goals completion
3. Check the relevance of future goals
4. Write down notes for each employee
Follow up meeting
One-to-one structure

Past → Present → Future
One-to-one agenda
Past
What were your plans/tasks?

Present
What is your impression of the feedback you received?
What is your level of satisfaction with your working conditions?

Future
What will you do next?
Possible challenges

1. Low interest in filling out surveys
2. Poor feedback or no feedback at all
3. Postponed results
Conclusion
Let’s keep in touch

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