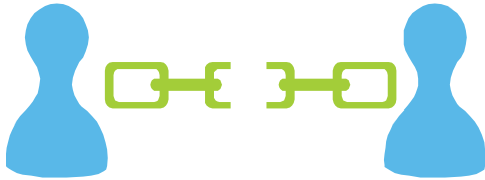


Why use the Hawthorne Performance System?

Because the traditional performance review process is flawed and potentially destructive to your goal of improving talent management! ***Employee engagement is critical!*** Offer a better method to communicate and enhance the performance of your workforce.



Roadblocks to Effective Performance

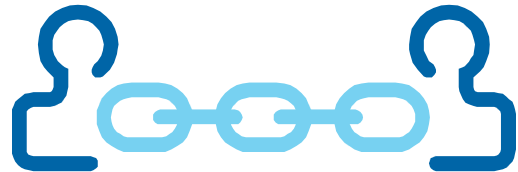
Management:

- ✚ Does your process lack ongoing, documented feedback? Does “he said, she said” occur in the performance review?
- ✚ Do your employees view the performance review as a supervisor’s weapon to wield authority, power and withhold reward?
- ✚ Do your employees treat the performance review process as the supervisor’s job to motivate them?
- ✚ Do supervisors use the performance review for one-way communication with minimal listening?

A Better Way to Effective Performance

Management:

- ✓ Provide a structured process for frequent, documented coaching and feedback. Address and correct problems immediately. Removes any doubts about, “he said, she said”.
- ✓ Conduct an objective approach, utilize SMART goals for clearer performance expectations for your employees, and ask employees to give input to their performance.
- ✓ Restructure the review process so the employee takes ownership for their morale, not the other way around.
- ✓ Train your supervisors to listen and coach their employees. As well, ask the employees for input about their upcoming goals.

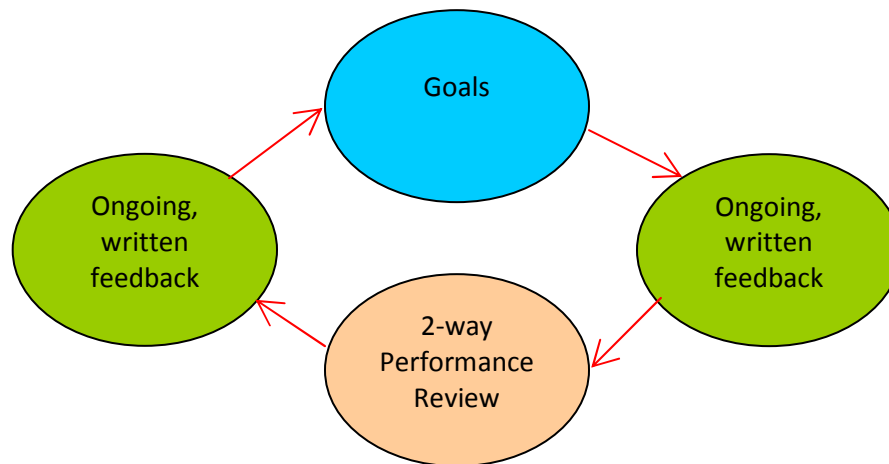
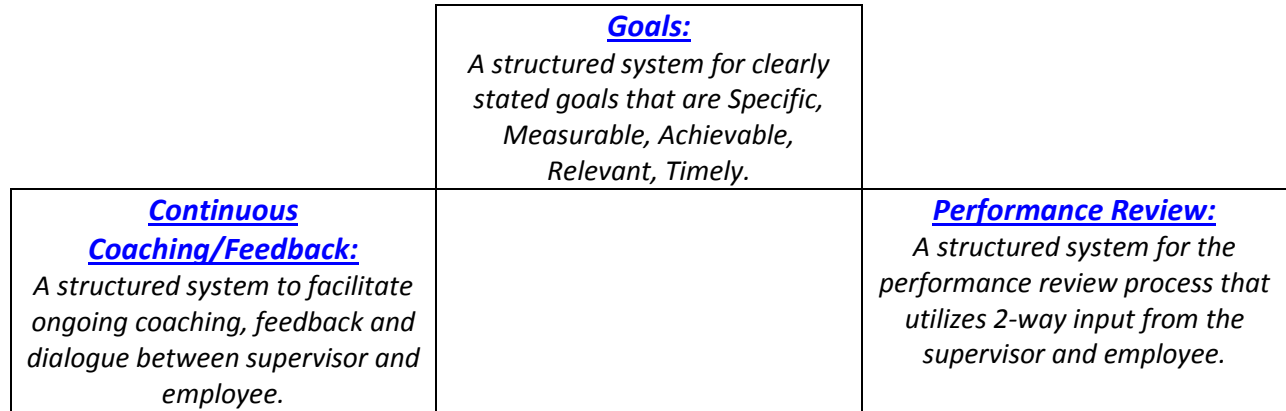


Of course, your supervisors and management team have the ultimate responsibility for objectively rating employee performance. Our system will never take that away!

Contact Chuck Bower: 574-361-6166 or Karen Kehr: 574-596-3058

Hawthorne Services, LLC | P.O. Box 1001 | Goshen, IN 46527
www.hawthorneservices.com
www.hawthornetechsvcs.com

What are the Components of the Hawthorne Performance System?



System Features:

- Easy system set up, you complete a questionnaire, provide an org chart, and we do the work!
- HR administrators have a broad view of the process with a range of reports. Reports have nearly unlimited selection criteria.
- Coaching and Feedback application is structured for 2-way, documented communication.
- Customizable scoring, user defined review types (annual, probationary, etc.) for performance reviews.
- Individualized goals can be established for each employee, or default to established departmental goals.
- Email alerts from supervisor to employee or vice-versa for Goals, Coaching and Reviews.
- Data always available to export to Microsoft Excel.
- A document portal contains all your relevant information and communication for your company's particular implementation and performance management process.

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