

How to boost your team members performance

Marina Paych · Head of Organizational Development



A few words about myself

NAME

Marina Paych

COMPANY

ADCI Solutions

OCCUPATION

Organizational
Development

PASSION

Ocean & Processes
Building

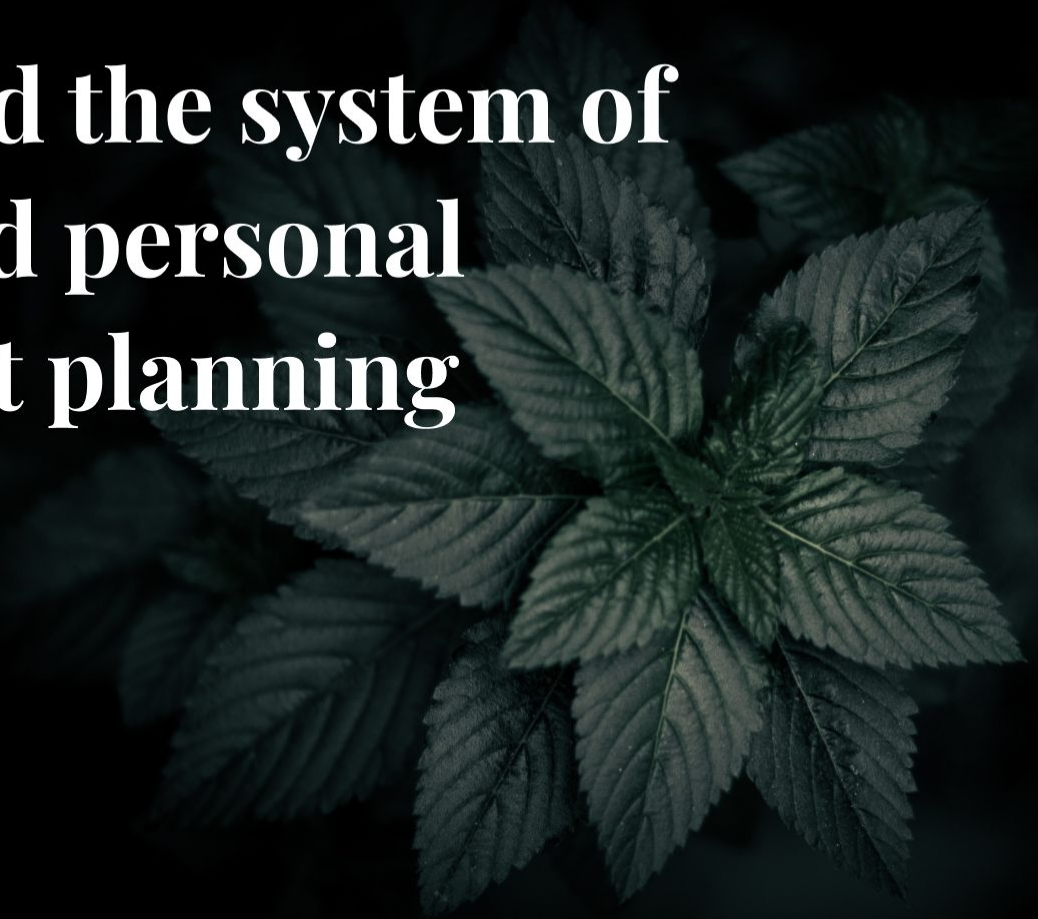
PLACE

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

1 Development skills

Approach

Code style

Speed

Level of proficiency

2 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



Blocks

Previous planning results

Job satisfaction

Personal and professional
growth

Team and communication

Emotional state

Self-assessment

Goals

1 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

6 Self-assessment


Social skills

Professional skills

7 Goals

Goals and ambitions for the next period

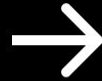
Analysis

- 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
- 
- A cluster of pink chrysanthemum flowers is positioned in the upper right corner of the slide. The flowers are in various stages of bloom, with some fully open and others as buds. The background is dark, making the light pink petals stand out.

Follow up meeting



One-to-one structure



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

MEDIUM

@marina.paych

TWITTER

@red__cat

CELL

+7 905 943 59 06

EMAIL

pr@adcillc.com

COMPANY

ADCI Solutions

