



CHEMISTRY CONSULTING GROUP
HR IN-BRIEF | MARCH 2020

PERFORMANCE MANAGEMENT

Setting Goals & Addressing Concerns

"The performance management process is an integral part of any organisations success. Its aim is to provide not only organisational but functional, team and individual performance measures too. Whether you're working to establish a performance management review process or are looking for inspiration on restructuring your current program, we hope you find these resources informative and effective."

-Sheenagh Beadell, Partner, Chemistry Consulting Group

FASKEN

Law Firm

How to Effectively Manage an Employee's Performance

by Matthew Larsen and Kristen Woo, [Fasken](#)

Poor employee performance hurts a company's culture and bottom line. What can an employer do when faced with an employee who is not performing? Is termination an option? What about performance management?

[Continue Reading ...](#)

Rethinking Your Annual Performance Review Process

by 15Five

Successful business owners like you can no longer rely on the most important conversations between managers and employees happening only once or twice a year.

[Read more here ...](#)





Top 10 Employee Performance Goal Examples for 2020

by PeopleGoal

You as an employee, should set goals aligned to the organizational objectives of the business you are working for as well as set personal development goals that will help your professional development in a long term.

[Read more here ...](#)

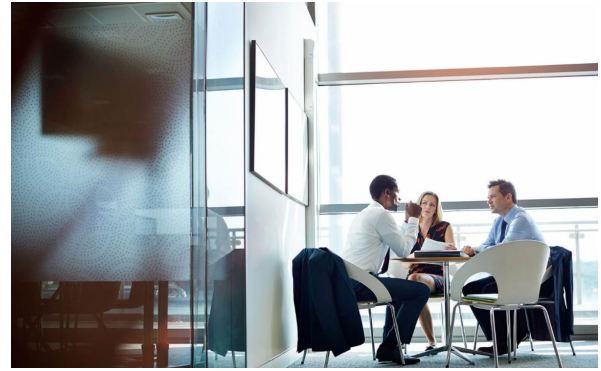


5 Effective Metrics for Measuring Team Member Performance

by Rise People

There are a number of metrics that can be used when it comes to tracking how team members are doing.

[Read more here ...](#)



Performance Review Template Questions and Decisions for Results

by The Balance Careers

If you're putting together a performance review, you may want to start with a template that can help you think about the fields you need.

[Read more here ...](#)

Quotes on Performance Management

When feedback is included as part of **regular, ongoing performance discussions** throughout the year, the employee, the manager and the organization are all better off.

Shawna McKnight

Performance management isn't dead.
The old way of thinking about it is.

Anita Bowness, Principal Product Manager, Saba

Companies need to shift their approach by **creating a culture** where regular performance

feedback discussions are the norm.

Melany Gallant, Content Manager, Saba

HR News Corner

Unemployment Statistics

Source: [Labour Force Survey, February 2020](#)

	Dec-19	Jan-20	Feb-20
VICTORIA	3.4%	3.5%	3.4%
VANCOUVER	4.8%	4.5%	4.4%
BC	4.8%	4.5%	5.0%
CALGARY	7.1%	7.2%	7.4%
ALBERTA	7.0%	7.3%	7.2%
CANADA	5.6%	5.5%	5.6%

HR in the News

[Coronavirus \(COVID-19\) Advice for Canadian Employers](#)

CPHR BC & Yukon, March 2020

[Top communication tech firms reduce B.C. operations](#)

Business In Vancouver, 6 March 2020

[Canada added 30,000 jobs last month, but jobless rate ticked up to 5.6%](#)

CBC, 6 March 2020

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