

Enabling Excellence

3R Strategy's trust-based alternative to performance management

Organisations We've Worked With

We have extensive experience in pay and reward, **both in-house and as consultants**. In our time, we've worked with a wide range of organisations across many different sectors, each with unique goals and challenges.



Flaws of Traditional Performance Management

Organisations often leave it to line managers to assess team members' performance. The problem is that one manager's view of someone's behaviour or capabilities can be very different from another's.

The annual appraisal isn't always the most **consistent or fair** way to review an employee's progress. This traditional approach to performance management comes with many flaws:

- Time-consuming process
- Objectives are often vague, not measurable or unachievable
- Irregular meetings between managers and their team
- Inadequate feedback
- Objectives are not reviewed often enough
- No peer to peer feedback
- Performance ratings cause bias
- Culture of competition
- Lack of awareness surrounding skills gaps



82%
of HR leaders are unhappy with the performance management process.

We understand that leading a team comes with its own challenges, but with the right approach, you can effectively guide your team towards success.

Introducing Enabling Excellence

According to a Gartner study, **82% of HR leaders are unhappy** with their organisation's performance management approach. Most employees also feel that the process has no measurable impact. Why? **Because performance isn't something we can manage.**

We can't simply tell employees to perform. What we can do is provide the right culture and environment for people to flourish—one that promotes health, well-being and productive relationships.

Enabling Excellence is not an HR process, but the role of a leader. For it to be successful, leaders must build trust within their teams.

Enabling Excellence is a continuous process that aligns your organisational goals and values with the individual requirements of each role to:



Be clear about what effective goals and objectives look like, and how to set them.



Understand the development and career aspirations of your employees.



Discuss and improve performance through specific and constructive feedback.

We work with you to encourage regular check-ins and **facilitate constructive feedback** and a culture of recognition.

All of this ensures people have the skills, support and tools to do their jobs well.





We help you to create a culture where employees can thrive by providing managers and team members with toolkits that follow **four key steps**:

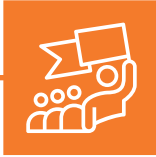


You will be receive guidance on **how to set objectives** that align with the organisation's goals and mission, **conducting regular 1-1s** where constructive feedback is key, and encouraging continuous improvement and **recognition amongst peers**.

The toolkits include:

- **Employee Journal** – to document achievements, progress and objectives.
- **Employee Guide** – explaining what to expect from your new approach to performance management.
- **Leaders' Guide** – supporting your managers in delivering career conversations with confidence and understanding.

To ensure that your entire organisation understands the purpose and processes behind Enabling Excellence, we will create a four-part **video training series** in your branding.



Leaders will receive targeted information about the following areas:

- **Enabling the organisation** – What is effective leadership?
- **Enabling the team** – How to communicate and collaborate
- **Enabling the individual** – Having difficult conversations

Everyone learns best in different ways and these training videos, paired with the Excellence Toolkits are a way of creating **accessible and inclusive resources** that allow every individual to thrive.



All employees will learn about:

- **Building the culture** – Regular catch-ups, difficult conversations and building a culture of trust through feedback and recognition

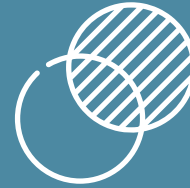
Videos are great for a number of **learning styles** and come with great benefits, such as:

- **Information retention**
- **Flexibility**
- **Learner engagement**
- **Interactivity**
- **Scalability and reusability**



Data & Insights Driven

Access to over a million data points and the capability to help clients make sense of market data and its implications.



Greater Transparency

We believe that being open about the how and why of reward decisions leads to greater trust and employee engagement.



Communications Support

We support clients in delivering key messages to employees in a compelling manner.



Socially Responsible

We aim to positively impact our clients and the communities they support, also offering 10% discounts for charitable organisations.



Cross-Sector Experience

Our team has extensive experience both in-house and consulting for various industries.



Cost & Time Effective

With a fixed fee approach and different profiles within our team, we deliver high value for clients' budgets.