

Introduction: Syensqo's Approach to Performance MG

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WHAT IS SYENSQO'S APPROACH TO PERFORMANCE?

Syensqo's Performance Culture is based on the principle of continuous, open dialogue between managers and employees. The continuous nature of the performance cycle encourages focus, agility, and flexibility to better meet changing business needs. Regular dialogues between you and your manager will provide a transparent view of your performance, as well as concrete opportunities for development throughout the year.

Employees and managers use the Performance tool in [My HR Services](#) to capture goals, summarize check-in conversations, and record snapshots.

ANNUAL PERFORMANCE CYCLE

The annual performance cycle is based on the annual business cycle. The Group and Entity priorities and objectives provide clear direction for the year.

Your manager will help you connect your work with the business strategy (setting objectives). Throughout the year, you will engage in regular, meaningful conversations (check-in conversations), take ownership of your development (development discussions), and look back on your performance for the year, on *what* you achieve and *how* you deliver (year-end performance assessment).

Additional information on the annual cycle of performance-related activities for individuals can be found below. Return to the [My Performance main page](#) to find out more about performance activity.