

# Performance Culture in My HR Services - MG

## Performance Culture in My HR Services

### INTRODUCTION

As we are making many changes focused on automation, standardization and prioritization. The **deployment of Performance Culture in My HR Services** has come about through our goal of more automation and giving People Managers and teams the tools to do much more themselves such as employee and Manager self-service tools.

For more about accessing historical performance and feedback data from YOU (read-only) - [click here](#).

### PERFORMANCE CULTURE APPROACH

Performance Culture Approach focuses on assuring organizational performance to drive higher business results, and leveraging effective behaviors that are further developed in regular discussions and development actions.

**As a manager** you have to better support individual team members in performance improvement via challenging / supportive / truthful / regular exchanges; **good understanding of skills and competencies** across the team and better leverage those in order to **boost team performance**.

### PERFORMANCE ACTIVITIES DONE IN MY HR SERVICES

- The scope for the tool is all cadre and all white-collar non-cadre;
- My HR Services is available in English and translates to all European languages, with plans to offer more local languages in the future;
- Check-In's and Snapshots happen in the tool and in one form;
- [Get a Performance Report](#) and have an overview of your scope;
- Managers and employees can both open as many Check-In/ Snapshot forms as they wish to throughout the year;
- The Year-End Assessment form will open automatically and feed the following calibration and compensation process;
- Feedback can be requested and provided flexibly via My HR Services;
- Talent Management: Talent Profile and Talent Card, Future Top Leader (FTL) Internal Pre-Identification Grid, Succession Functionality;
- **Historical Check-In's and Snapshots remain available in YOU (read-only) - accessible via links in the Check-In/Snapshot and Year-End-Assessment Form.**

### LEARN MORE ON THIS BELOW

If you are new to Syensqo's Wiki space, you may need to link your Google Drive in order to see embedded documents.

For the instructions [here](#).

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How to use the tool:

- [User Guide on How to Use the Tool](#)
- [User Guide for Future Top Leader Identification](#)
- [How to get a Performance Report - Operating Procedure](#)

#### Tutorials/Sessions:

- [Video giving a general overview of the new tool](#)
- [Video tutorial to complete end of year review \(2 minutes\)](#)
- [Video tutorial for the check-ins & snapshot in the new tool](#)
- [Video tutorial on how to access historical performance & feedback data from YOU \(read-only\)](#)
- [Introduction Session Recording](#)

#### For Reading

- [Introduction to Syensqo's Performance culture](#)
- [Managing an Employee's Check-Ins & Snapshot](#)
- [Giving & Receiving Feedback](#)