

Performance Culture in My HR Services - MG

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INTRODUCTION

Since 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.

Learn 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](#)