

# Understanding & Supporting Syensqo's performance culture

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### What is Syensqo's Performance Culture?

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.

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

### What is my role as HR?

As HR, you have a unique opportunity to support managers and employees as they engage in a regular cadence of performance discussions. You can encourage managers to support employee performance and development via challenging, supportive, and transparent exchanges, and encourage employees to own their careers and drive their performance.

- Remind managers and employees about the importance of regular performance discussions.
- Help managers connect with their employees in development conversations.
- Support managers during key performance activities, including the Year-End Performance Assessment and Calibration. [Click here to view the Year-End Performance and Calibration Playbook](#). It includes HR and Service Center roles and responsibilities for these critical processes.

### Annual Cycle of Performance-Related Activities

The annual cycle of performance-related activities for employees and managers can be found below.

#### For Managers:

#### For Employees:

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#### Check-ins and Snapshots

- [Learn about Check-ins and Snapshots](#).

#### Year-End Performance Assessment and Calibration

- [Read about the Year-End Assessment](#).
- [Read about Calibration](#).