

# Introduction: Syensqo's Approach to Performance

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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.

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

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### WHAT IS MY ROLE AS A MANAGER?

At a high level, you are responsible for supporting your team members by helping them connect their work with the business strategy (setting objectives), engaging in regular meaningful conversations (check-ins and snapshots), encouraging them to own their development (development discussions), supporting them in challenging moments (engagement discussions) and assessing their performance based on *what* they achieve and *how* they deliver (year-end performance assessment and calibration).

The annual cycle of performance-related activities in your scope as a manager can be found below. Follow the Useful Links on the right to find more information about each activity.

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- [Cascading and Setting Objectives](#)
- [Check-ins and Snapshot](#)
- [Year-End Performance Assessment](#)
- [Levels of Performance Ratings](#)
- [Calibration Process](#)
- [Performance Activities in My HR Services](#)
- [Giving and Receiving Feedback](#)
- [Addressing Underperformance](#)
- [Employee Engagement Discussion](#)