



crewmojo

Performance Enablement Platform

Our Continuous Performance Transformation Program has been developed with experience from numerous implementations, and will help you successfully drive a continuous performance culture in your organization



Discovery & Diagnosis

Maturity Model, Challenges & HMW statement

Establish Foundations

Essential pre-implementation activities

Co-create Rollout Plan

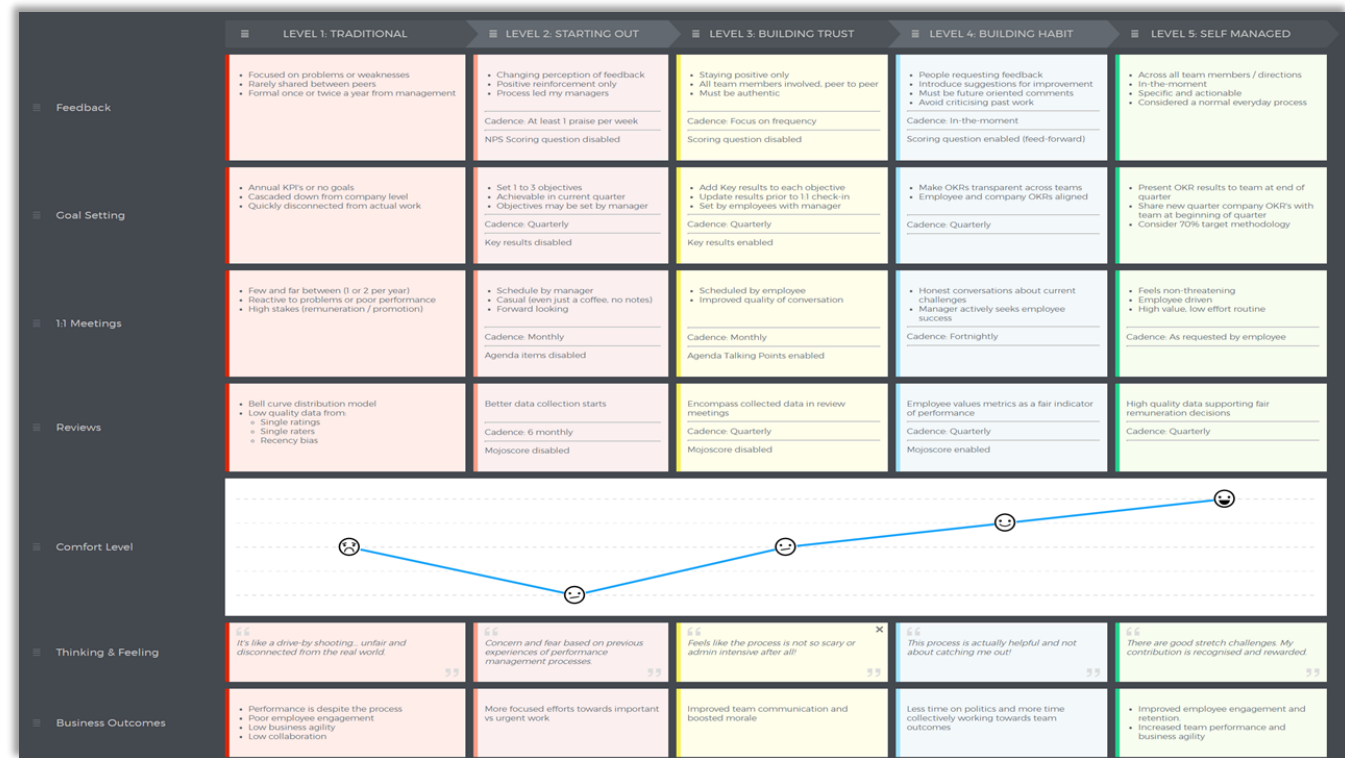
Tailored process for your workforce

Training

Equipping your people for success

Operationalize

Operation Model



Build a sense of **clarity** and feel **confident** in the steps you'll take to bring continuous performance alive in your organization

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Listen First:
Employee focus groups help shape the process from the ground up and secure buy-in from the beginning.

Decision Workshops:
Key decisions are contemplated such as phased or big-bang rollout which influence resources and timelines required.

Scenario Planning:
Your culture, workforce, and the type of work they do will influence how continuous performance will look in your company.

**Clarity
&
Confidence**
to progress

Co-creation brings your **employees on the journey** and allows you to **respond quickly** to new information you learn.

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Change the **timing** or **order** for your team circumstances.

It's okay to go slow!

Milestones	Success Indicators
Month 1: Objectives	Everyone has 3-5 goals set
Month 2: Snapshots	Everyone has shared 4 snapshots
Month 3: 1-on-1s	Each person completes 1-on-1s
Month 4: Praise	Contribute at least 1 praise message per week to all team members
Month 5: All together	Aiming for 70% on Credentialed index for the whole business
Month 6: Story Review	Each person's performance story is reviewed in a 1-on-1 with their manager

1:1 Meeting Milestones	Success Indicators
Month 1:	<ul style="list-style-type: none"> Every team member completes a 1-on-1 meeting Informal (coffee catch up) style with purpose of getting to know each other better
Month 2:	<ul style="list-style-type: none"> Every team member completes another 1-on-1 meeting This time discuss current goals in the context of biggest challenge and forward plan of action
Month 3:	<ul style="list-style-type: none"> At least one meeting but increase cadence to two if desired Discuss values and culture, what is going well and any areas to improve
Month 4:	<ul style="list-style-type: none"> Maintain the commitment to the meeting cadence Discuss goal challenges again Introduce learning and development discussion
Month 5:	<ul style="list-style-type: none"> Team member to be actively booking the 1-on-1 and adding talking points to the agenda Team member should also be taking care of the note writing
Month 6:	<ul style="list-style-type: none"> Considered very much employee owned Feels like a non threatening, very helpful activity in the flow of work

Making it easy and giving confidence to managers and employees with their new activities.

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Ensuring your new performance process is **culturally adopted** across the organization

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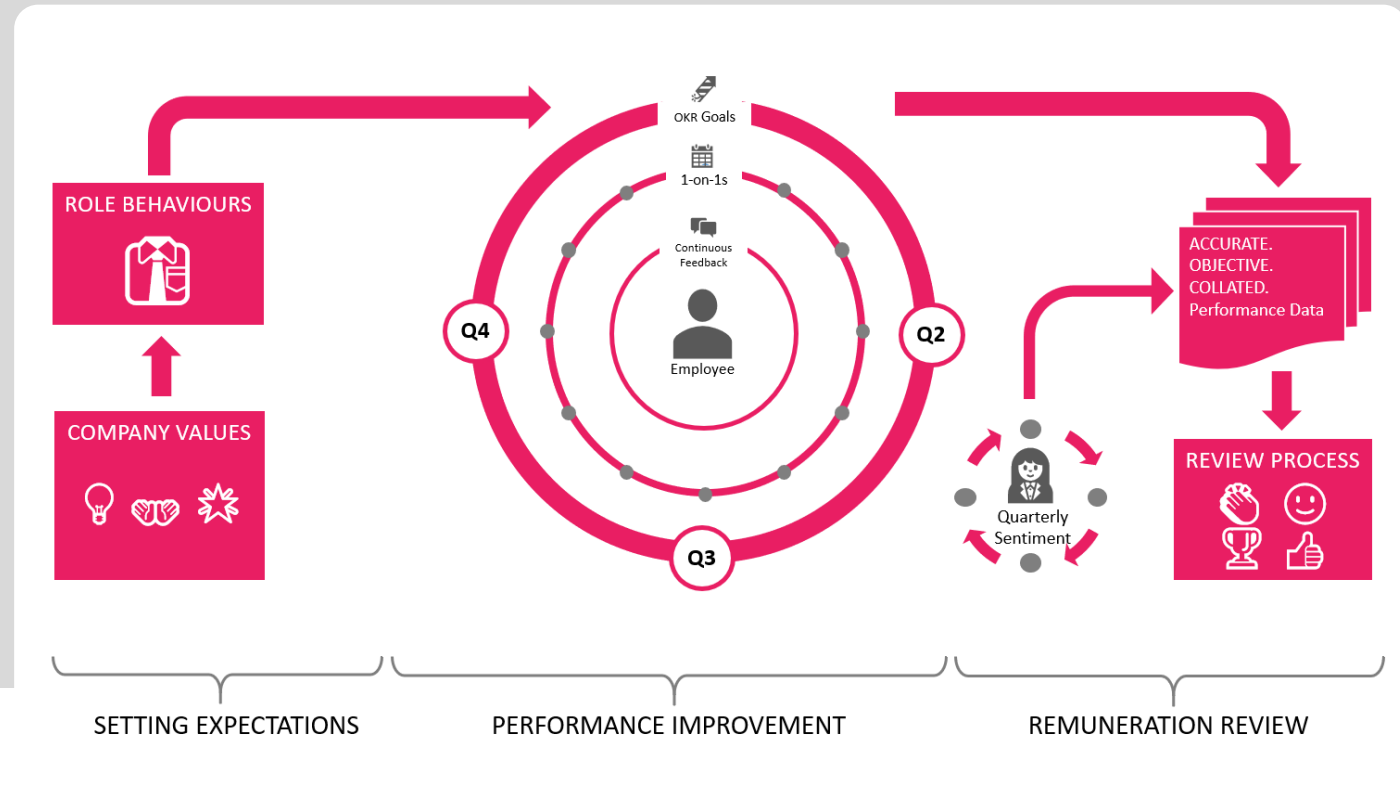
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