

# Performance

## Policy

Last reviewed: 6th November 2023

At Harvey and The Business Pickle,, we value a high standard of performance and believe in fostering a positive work culture that encourages continuous improvement and professional growth. Our performance policies are designed to support employee development, ensure fair evaluations, and contribute to the overall success of the agency.

### Performance Expectations

**Regular Performance Evaluations:** We conduct periodic performance evaluations to provide feedback on individual performance, identify areas for improvement, and recognize exceptional achievements. Performance evaluations are fair, objective, and supportive of employee development.

**Development Plans:** We work with employees to create individual development plans to enhance their skills and capabilities. These plans may include training, workshops, mentoring, and coaching to support professional growth.

### Performance Improvement

**Performance Improvement Plans (PIPs):** In cases where an employee's performance falls below expectations, we implement Performance Improvement Plans (PIPs). PIPs outline specific areas for improvement, along with a timeline and support measures to help the employee meet performance standards. This should be no surprise as our regular development sessions will flag any issues over time, this is an escalation of that process.

**Coaching and Support:** We provide coaching and support to employees on a Performance Improvement Plan. Managers work closely with the employee to offer guidance, resources, and encouragement to facilitate improvement.

**Reassessment and Feedback:** Regular follow-up assessments are conducted during the PIP period to evaluate progress and provide feedback. We ensure that the employee receives constructive feedback, and if necessary, make adjustments to the plan based on the employee's needs.

## Recognition and Rewards

**Recognition for Excellence:** We believe in recognising and celebrating exceptional performance. Employees who consistently exceed expectations and demonstrate outstanding contributions are acknowledged and rewarded for their efforts.

**Non-Financial Incentives:** In addition to monetary rewards, we may offer non-financial incentives such as additional time off, special projects, or opportunities to participate in community initiatives as a form of recognition.

**Employee Development:** We invest in the professional development of our high-performing employees. We offer opportunities for skill enhancement, leadership training, and career advancement to support their continued growth within the agency. (See [benefits policy](#))

At Harvey, our performance policies are designed to foster a work environment that values excellence, continuous improvement, and employee development. By supporting our employees' growth and success, we aim to create a positive and thriving workplace where both individuals and the agency can achieve their full potential.