



Performance Management Key Messages

The University's performance management practices are designed to drive employee engagement and development through setting effective goals and having regular, meaningful conversations with supervisors.

This process is the result of a system-wide working group of HR directors convened to advance talent management at the University and develop research-based best practices to fit our needs.

Performance Management process

- The first step in the performance management process is to set challenging and meaningful goals.
- Then regular, meaningful conversations between employees and supervisors help ensure goals continue to align with the most important work and employees feel supported with coaching, feedback and development.
- The end of year performance evaluation is presented with a simple employee input form and evaluation form for supervisors, intended to be a summary of conversations throughout the year.

Support throughout the process

- Employees and supervisors will receive communication and additional training to support their leadership development as part of this process.
- Additional tools, resources, and training can be found on the Supervisory Development site: supervising.umn.edu.