



# The Circle

BY FOUNDERS CIRCLE CAPITAL

## Optimizing Performance Management

RESOURCES & RELEVANT DATA FROM YOUR CHRO|CIRCLE PEERS



[Abolishing Performance Appraisals: Why They Backfire and What to Do Instead](#)

[One Page Talent Management, with a New Introduction: Eliminating Complexity, Adding Value - Summary](#)



### Performance Management Cycle Timing

- Mid-Year and End of Year - 41%
- Quarterly - 26%
- End of Year - 26%
- Other - 7%

53% **do not support forced** ranking/bell curves and only 24% have implemented them.

61% **use an org-wide goal-setting framework** for performance management planning.



### Most Used Performance Management Software

1. CultureAmp
2. Lattice
3. 15Five