



Performance management dialogue at SLU

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Why performance dialogue ?

- Secure business quality and results at an individual level
- Secure that SLU can manage properly with the right person and right competence on short and long term
- Clarify the connection between results and salary
- A follow-up of results and development in relation to business goals

Performance dialogue – goals and development

- Performed during the period of december to March depending on what the department decides
- **Two parts**
- Goals and missions
- Development

Performance dialogue – goals and development

- **Goals and missions**

- Seeks to:

- a) Clarify goals, activities and mission on an overall and individual level and also the managers expectations on corresponding results.

- b) Go through prerequisites to secure the employee will be able to fullfill the expected result (organisation, resources, knowledge and ability workenvironment etc.)

Performance dialogue – goals and development

- **Development**
- Seeks to secure a long term development of the employees competence in the benifit of the business, granting a development of the employees carrer as well as the business.
- What challanges lies ahead on long term and what will it take from the employee to be sucesful?
- How does the employee see his future and career?
- Are there a need of changes?

Performance dialogue – goals and development

- **Documentation**
- The performance dialogue shall be documented in a short actionplan which contains goals and worktasks on an individual level and other input needed to benefit the employees development at work and to develop the business.
- The actionplan shall be followed up in the salary setting dialogue

What if there is no dialogue

- Talk to your manager to have a dialogue
- If the manager doesn't listen, talk to your arbetsplatsombud

Links

- [Staff development review | Medarbetarwebben \(slu.se\)](#)
- [Salary criteria at SLU \(slu.se\)](#)

Questions?