

Assessing P4P Readiness



Smart leaders are always looking for good people, but are they doing everything they can to retain their current high performers? Studies confirm that high performing companies have stronger performance management practices, senior management is more likely to support performance processes (WorldatWork, 2010) and, performance results are connected to pay decisions, than in lower performing companies.

The past economic turbulence has taught business survivors that ATB (across the board increases) encourages mediocrity, is expensive, is unfair and sends top performers out the door! As the U. S. economy positions and transitions to recovery, more and more organizations are moving from ATB to various forms of **pay for performance. (P4P)** Ready or not, P4P is here to stay. Is your organization resisting, reluctant or ready to move to P4P?

PORTICO can help you:

- Determine cultural readiness or resistance to P4P
- Assess leaderships' support for P4P
- Determine employee receptivity to P4P
- Identify adequacy of current performance metrics/measures
- Consider coaching, feedback and evaluation capabilities
- Assess how compensation dollars can be rechanneled to produce results
- Plan and stage the steps and pathway to develop and implement P4P strategies. and much more

Once your organization's current state relative to P4P success factors is assessed, you will know whether to move forward to transition to P4P or modify your current reward initiatives.