

STANDARD PERFORMANCE MANAGEMENT PROCESS

Company name : Innpact S.A.

Activity sector : Activités financières et d'assurance

Company category : PME

Description of the action

A matrix of functions and skills has been developed and applies for any position within the company. We have a scale of level of function (Junior Consultant, Consultant, Senior Consultant, Expert Consultant, Associate Director, Partner) and a scale of level of management (Employee, Supervisor, Innpact Leader). The skills and responsibilities are assessed via the same questionnaire for all employees according to their level. The performance is assessed according to targets defined at the beginning of the year. Trainings are defined according to the development plan and needs and not according to any other criteria. All the newcomers go through the onboarding process and the follow-up of the probation period based on a standard process with standard questionnaire.

Context

Innpact acts as a Bcorp and adopts a neutral posture in HR management offering the same opportunities to all team members.

Objectives

Standard policies and procedures, transparent communication and standards easy to apply.

Approach

Every employee has a job description, job level. The matrix of functions and skills (with level of skills) is applied to any position. The questionnaire for performance review is based on the matrix of functions and skills and the review of individual and collectives yearly objectives.

Impact

Neutral assessment and career management, neutral recruitment process.

« To do »

Clear definition of functions and skills, clear communication, SMART objectives and criteria to assess the performance