

Frequently Asked Questions | Leaders

Performance Partnerships



What is Performance Partnerships?

We are focused on a culture of continuous feedback and two-way communication. The framework we use to encourage this is Performance Partnerships, which is based on shared goal setting, regular feedback and open communication.

What are the benefits?

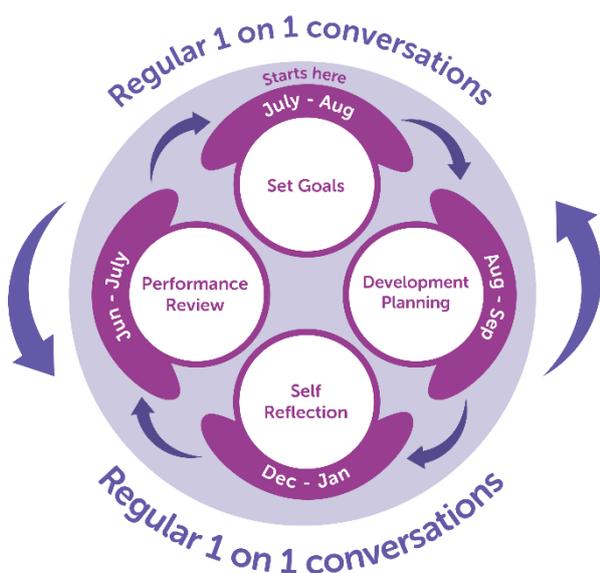
Performance Partnerships creates a shared understanding about what is to be achieved, as well as what individuals have to do, learn and develop to be successful. Annual performance reviews are a chance to highlight and recognise you and your team’s achievements and contributions from throughout the year.

How does Culture Amp align with Performance Partnerships?

Culture Amp is the system we use to support Performance Partnerships, track and report on progress.



What is the Performance Partnerships Annual Cycle?



Our Performance Partnerships cycle kicks off with setting goals and a development plan to set your team members up for success. The regular 1-on-1 conversations can then be used to discuss progress and help them focus on achieving their goals.

The cycle ends with self-reflection and performance reviews which is a time to reflect on what your team have achieved and review their progress throughout the year.

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My employee has now successfully completed probation, how do I manage their Culture Amp activities?

A Culture Amp account will be automatically created for all new starters. Leaders need to set up recurring 1-on-1s in Culture Amp for their employee and employees should start developing their goals for the remaining cycle in consultation with their leader.

Reporting line changes – how does this affect current conversations?

1-on-1s: The new leader won't have access to an employee's 1-on-1s with a previous leader. These will need to be set up by the new leader, with the old 1-on-1s kept as an archive on the employee's dashboard in case they want to revisit old conversations.

Self-reflections: Once a reporting line change has been made, the information pertaining to the direct report will all be shifted over to their new manager, including historical and ongoing self-reflections. We encourage you to complete ongoing conversations prior to any structure changes taking place to ensure a smooth transition for the new leader.

Manager reviews: Once a reporting line change has been made, the information pertaining to the direct report will all be shifted over to their new manager, including historical and ongoing manager reviews. If the employee has recently joined your team and you do not yet have enough information to complete a manager review, Culture Amp lets you collaborate with another person on your review to ensure your feedback is timely and actionable. Both administrators and managers can add a collaborator to a review once the activity has launched.

Who can I reach out to for support?

If you have any technical difficulties, questions or need additional support there are lots of ways to reach out for support!

Check out our intranet page and refer to the [Companion Guide](#).

Contact the team via email learning@endeavour.com.au.

[Log a support ticket via the #TeamPossible Support Hub](#).

Please feel free to reach out to your People and Wellbeing Business Partner.

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1-on-1s

Why do we need 1-on-1s?

1-on-1s are essential for building a strong relationship with your team members and they provide an opportunity to discuss progress, concerns, receive support, track progress and highlight their success!

How long will each conversation take?

This can vary depending on each of your employees, the team structure and your preferences. Your first few 1-on-1s may take a little longer until you are familiar with the format. We recommend at least 30 minutes for regular 1-on-1s, an hour for the annual performance review conversations and 30 minutes – one hour for the annual development conversation.

Goals

Why do we need goals?

The new systemised goal setting function enables you to be more strategic by aligning strategy through the team's collective goals. It also enables you to lead a high performing team by increasing visibility of goals and ability to drive towards achievement.

How do my employees decide what their goals are?

Leaders and employees are to review team goals, department goals and relevant company goals together to determine individual contributions towards the overall organisational success.

Team goals mean you can collaboratively produce effective strategies as a team and provide clarity around expectations.

Make sure individual goals also include personal goals that are SMART - *Specific, Measurable, Achievable, Relevant and Time-bound* - and support their own career growth and aspirations.

