Yale Information Technology

Performance Management Cycle

Planning
- Begin new fiscal year
- Align goals with IT Organizational Priorities
- Define success metrics
- C&T or M&P goal setting form

Monitoring
- Progress toward goals
- Frequent coaching
- Feedback conversations
- Confirm that existing goals are accurate and in alignment with active initiatives

Developing
- Progress check-in’s
- Improvement/advancement
- Mid-year review
- Individual Development Plan (IDP)

Rewarding
- End of fiscal year
- Evaluate overall results
- Self-assessments
- Annual review

Maintain year-round open and honest communication
- Offer timely feedback
- Give praise
- Promote trusting relationships
- Listen
- Adjust goals
- Hold consistent 1:1’s and skip level meetings

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IT ORGANIZATIONAL PRIORITIES

One IT@Yale: Working together to provide clear and accessible services
Service Quality: Consistent and reliable delivery of valued services
Workplace of Choice: Great people enthusiastically working toward shared goals