Once upon a time
PITCH COMPONENTS

Problem
Solution
Journey
Ask
Performance management that doesn’t suck!
Section E: Assessing Performance – continued

ASSESSING PERFORMANCE
Feedback on level of performance against objectives in the period under review

To be completed by the supervisor

E. Outstanding
Demonstration of performance consistently exceeding expectations. The competent staff member has shown excellent work within and external to the University.

F. Very Good
Overall demonstration of consistent and sustained performance with all objectives being met and many being exceeded.

G. Good
Overall demonstration of consistent and sustained performance with all objectives being met and some being exceeded.

H. Satisfactory
Performance is in most areas to the requirements of the position whilst other areas be identified as needing improvement.

I. Unsatisfactory
Performance and/or behaviour falls short of the required position.

Incentives are only assessed if a staff member can participate in the performance development process. Any staff member who does not assess as satisfactory or above and the staff member has not yet reached the assessment stage.

Sign: ____________________________ Date: __________

Appendix A: Leadership and Management Competency Definitions

Developed for the University of Melbourne Professional Staff HCC 5 and above

Strategic Thinking
Ability to analyze influencing factors both inside and outside the sphere of the University to make strategic decisions to achieve objectives.

Organizing for Achievement
Fulfills time-dependent, short-term, and long-term organizational strategies.

Managing People
Ability to demonstrate effective management skills including financial management, personal development, and other human resource activities.

Communication
The ability to communicate effectively with written and spoken language.

Interpersonal Style
Displays a range of interpersonal skills that are effective and non-prejudiced for achievement.

Values/Organizational Commitment
The commitment to and in support of the University’s values and organizational policies and procedures.

Continues Learning and Improvemen
Continuous commitment to personal and professional development and ability to keep up to date with current professional practice.

Customer Focus
A desire to help and meet the needs of others through planning and managing the customer or client needs.

Level One
Level Two
Level Three
Level Four

Managers and Staff member Comments (Optional)

Management competency
Level 4
Level 3
Level 2
Level 1

Strategic Thinking
Organizing for Achievement
Managing People
Communication
Interpersonal Style
Values/Organizational Commitment
Continues Learning and Improvement
Customer Focus

Strategic Thinking
Influences external factors affecting the University.

Organizing for Achievement
Fulfills time-dependent, short-term, and long-term organizational strategies.

Managing People
Demonstrates effective management skills.

Communication
Utilizes language effectively with oral and written communication.

Interpersonal Style
Displays range of interpersonal skills that are effective and non-prejudiced for achievement.

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<table>
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<th>COMPETENCIES</th>
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<th>DEPT AVG</th>
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<td>Quality of Work</td>
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<td>Independent Work</td>
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<td>Takes Initiative</td>
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**OVERALL DEPT AVG**: 7.29
Helping Skills: C - Coaching  T - Teaching/Training  M - Mentoring  CL - Counseling
Anxious
Demotivated
Disengaged
Flexible Goals
Manager 1:1s
Frequent Feedback
Rock the CoVentured pitch day!

Key Results

Make at least 10 connections in the networking
- 0 / 10

Don't stuff up the pitch!
- Completed

Wear a loud suit
- Completed

Add...

Target Date: in a month

Objectives are automatically aligned to the reporting quarter of the company

ARCHIVE

Aligned with:
Give feedback

Who would you like to give feedback to?

What items are you giving feedback for?
Moonwalk
add...

How much would you like to work with them again?
0 1 2 3 4 5 6 7 8 9 10
This rating is not shown to the recipients

What is the most important improvement that would make you rate closer to 10?

Comment visible to recipient, recipient's manager and HR users

SEND
Our journey so far
Crewmojo…
Looking for innovative teams to try our software!
YOUR PROBLEM
Experiential
Individual
Story based
Big picture
YOUR SOLUTION

Basic description fit for a 10 year old
YOUR ASK

Specific

What you genuinely need right now...

Relevant

Last slide
OPTIONAL

Awards/Traction  Purpose/Vision  Financial Projections

Market Opportunity  Roadmap/Goals
AVOID

Going over time

Winging it

Ego / Big noting

Wordy slides
PREPARATION

• Start weeks before
• More work on 3min pitch than 20min
• Watch and copy other pitches (Startcon lesson)
• Throw together rough outline
• Allow time to iterate
• Audience specific
• Make it a story
• Come back with fresh eyes
• Practice over and over (IN DIFFERENT ENVIRONMENTS)
• Predict questions
• We got other peoples feedback (work it out)

See how bad all this text looks?
CRUNCH TIME
DELIVERY