



Evaluations for Personal and Professional Growth 2022



Performance Comprehensive Management System

The Performance Comprehensive Management System has been in place in the organization for over two decades. It is based on value conversations to identify people's performance and contribution to enhance their growth and thus achieve business results.

Throughout this time, performance ratings have progressively increased across the organization, positively impacting organizational culture, leveraging conversations as a key factor for growth and the achievement of objectives. Furthermore, the Bank has fostered a culture that acknowledges outstanding effort, encouraging people to move forward and strive to become their very best.





Our Purpose

Ensure that each employee is aligned with the company's Corporate Strategy using a cyclical process focused on Value Conversations.

- Assess employees' contribution to the organization and the skills they bring to the table.
- Promote continuous performance improvement and harness talent
- Become a source of organizational development by identifying strengths and opportunities for improvement.
- Manage and plan talent needs and their contribution to the business
- Mitigate talent gaps.

Our challenges





EVALUATION PROCESS CYCLE

- Awareness about the strategy
- **Value Conversation (Open)**
- Setting business goals
- Set forth or update growth goals



Opening
Conversations



Hotwash



- Follow-up on progress and fine-tune BUSINESS and GROWTH goals
- **Value Conversation (Hotwash)**
- Assess objectives and skills

Feedback



- **Value Conversation (Feedback)**
- Follow-up on progress towards achieving business objectives
- Follow-up on progress towards the achievement of growth objectives

Gracias

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