

Cme Overview



HHHunt has established a new approach to looking at team member performance. Our goal was to develop an Employee Centered process that was linked to our Balance Scorecard, that eliminated ratings and its connection to base pay, all while keeping it simple for managers and engaging for team members.

The guiding principles of **Cme** are to:

- Facilitate positive, productive dialog between employees and their managers
- Foster a forward-thinking approach to developing our people
- Link individual efforts to company goals
- Enhance understanding of our values while being centered around goals and achievement
- Promote accountability and consistency across the company

So, what is the difference?

OLD Performance Management Process	NEW Cme Process
Ratings	No Ratings
Once a year performance conversation	Quarterly Development Check-Ins
Past review	Future- and Development-Focused
Connected to base pay	De-linked from Base Pay
Performance evaluation form	No Documentation Required
Documentation of performance conversation	Possible app and optional UltiPro uploads

To support this new approach, you can expect tools and resources to help facilitate **Cme** Check-In conversations. These include a template for discussions that focus on the five Cme words, training for managers, and associations to the Personal Development Plan. Below is the **Cme** Cycle, as well, to demonstrate the flow of ongoing Check-Ins.

