2017 Performance Improvement Report

STRATEGIC PRIORITY

3. Improve efficiency and decision-making

|  |  |  |  |
| --- | --- | --- | --- |
| **Project Name** | | | |
| Individual Development Plan (IDP) and Performance Improvement Plan (PIP) Project | | | |
| **Site** | | **Department** | |
| Riyadh | | Performance and Management Development | |
|  | | | |
| **Project Status** | **Project Start Date** | | **Project End Date** |
| Completed | 01-01-2017 | | 12-31-2017 |

|  |  |
| --- | --- |
| **Problem:** Why the project was needed?  With the use of the individual Development Plan (IDP), employees will have the opportunity to identify their career aspiration road map and self-enrichment. IDP measures needed development areas periodically, which will increase employees’ motivation, involvement, and continued growth or development; on the other hand, with the use of the Performance Improvement Plan (PIP), employees will be able to determine learning needs and required corrective actions to increase/ improve their current performance in order to meet their objectives.  Click or tap here to enter text. | **Aims:** What will the project achieve?  To improve the Individual Development Plan utilization up to 100% by the end of |
| **Benefits/Impact:** What is the improvement outcome?  *(check all that apply)*  Contained or reduced costs  Improved productivity  Improved work process  Improved cycle time  Increased customer satisfaction  Other (please explain)  Click or tap here to enter text. | **Quality Domain:** Which of the domains of healthcare quality does this project support?  *(Select only one)*  **Efficient** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| |  |  | | --- | --- | | **Measures:** Performance metrics to be evaluated | **Targets:** Expected outcomes | | IDP utilization (%) | 100% | |
| **Interventions:** Overview of key steps/work completed   * Development of the PIP and IDP forms, get them approved to be ready for use by the end of 2017. * Publishing the APP – 5305 which explains and regulates the practice, use and mechanisms of these tools. * Announcement of the IDP and PIP forms in the “1st Performance Management Awareness Day”. |
| **Results:** Insert relevant graphs and charts to illustrate improvement pre and post project  *(insert relevant graphs, data, charts, etc.)* |

|  |  |
| --- | --- |
| **Project Lead** | **Team Members** |
| **Name**  *(person accountable for project)* | **Names**  *(persons involved in project)* |
| Dr. Abdulaziz Alshgeri, Head, Performance and Management Development, Management and Policy Development Division. | - Angela Martim, Specialist, Performance and Reward Management, Performance and Management Development Department, Management and Policy Development Division.  - Osama AlSadiq, Senior Analyst, Performance and Reward Management, Performance and Management Development Department, Management and Policy Development Division.  - Haiam Abdulrahman, Performance and Reward Analyst, Performance and Management Development Department, Management and Policy Development Division |