2017 Performance Improvement Report

STRATEGIC PRIORITY

 3. Improve efficiency and decision-making

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

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| **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[x]  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** |

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| **Measures:** Performance metrics to be evaluated | **Targets:** Expected outcomes |
| IDP utilization (%) | 100% |

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| **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”.
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| **Results:** Insert relevant graphs and charts to illustrate improvement pre and post project*(insert relevant graphs, data, charts, etc.)* |

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| **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 |