

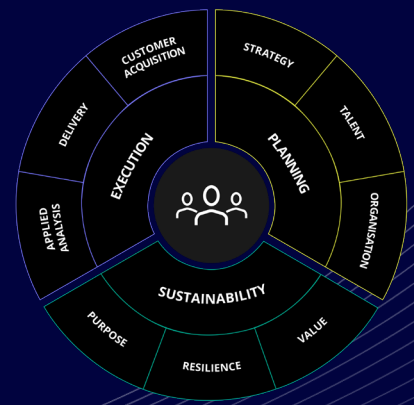


A simple method to assess team performance

This toolkit includes:

- Team Performance Assessment Method: The Assessment Grid
- The 4 types of people and their needs
- An editable template to assess your team and plan actionables

The Assessment Grid



The Assessment Grid method will allow you to measure a person's overall performance across two dimensions; their ability to deliver results and their attitude.

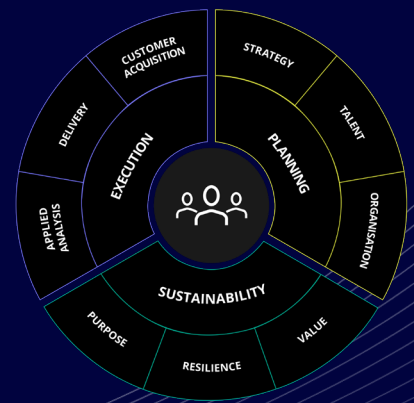
Begin by entering your team's names and roles in the template on page 5. Next, assess which Group each team member falls into, then plan what actions you should take to keep their performance level high.

Attitude/Cultural Fit

Excellent	<p>Group B Development Needed</p> <p>Consider mentoring and development programmes and/or change in responsibilities</p>	<p>Group A Talent</p> <p>Consider increased responsibility Ensure recognition is in place Use as a mentor for others</p>
	<p>Group D Success Blockers</p> <p>Determine exit strategy</p>	<p>Group C Culture Blockers</p> <p>Mentor and develop where possible Consider an exit strategy</p>
Poor		
	Below Expectation	Above Expectation

Performance Outcomes

How to manage each group



Group A *Talent*

This group are your talent for the future. They are delivering now, working well with the team, and helping to drive success today. Retaining them is critical for future success. Consider recognising them for their potential through greater responsibility and/or changes to their reward.

They can also become mentors for others in the business or be given more challenging projects to deliver. Ensure this group is given the attention they deserve so that you know you are meeting their aspirations otherwise they will leave and take their talent elsewhere.

Group C *Culture Blockers*

Whilst this group is delivering above what you require, they clearly have issues regarding their attitude and fit to the culture you have created. Although success is important these individuals can potentially damage the future of your business by impacting the culture and the retention of others.

These issues must be tackled and corrected immediately. If the required improvement does not happen, then they will need to be exited from the business. Remember that the actions you take with the people 'who seem to get away with bad behaviour' often have a positive impact on the rest of the team.

Group B *Development Needed*

Whilst they have the right attitude they are struggling to perform at the moment. Ensure you understand why this is the case and make any necessary changes, including providing relevant development, coaching, and mentoring.

However, if they have reached their capability level and are struggling consider changing their responsibilities or moving to a different role more suited to their skill level.

This group need to be developed to move into Group A. If this does not happen in the required time frame you will need to plan an exit strategy.

Group D *Success Blockers*

Clearly, these people are going to get in the way of your future success. It may be that the business has moved on since they joined, and they no longer fit or they are the result of a poor hiring decision. Either way, action is necessary once you have the evidence you need to ensure that they do not continue to have an impact.



Frog Capital Ltd

The Mews, 1A Birkenhead Street
London WC1H 8BA

See more at www.frogcapital.com/scale-up-methodology

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