



How to Develop a More Equitable Performance Management Program

We will begin shortly.

This webinar is being recorded and will be shared with all registrants.



We have live transcript enabled for this webinar. If you would like to use this feature, please turn on this setting in your Zoom toolbar now.

Agenda

- 01 Intro & housekeeping
- 02 The current state of performance management
- 03 Panelist Q&A



Speakers



Elizabeth Roseman

Head of
Total Rewards



Lynn Moffett

Vice President of
Human Resources



Courtney Benjamin

Head of Diversity,
Equity & Inclusion



Maria Colacurcio

CEO





Our mission is to build expert-backed technology that helps companies measure, achieve, and sustain workplace equity.



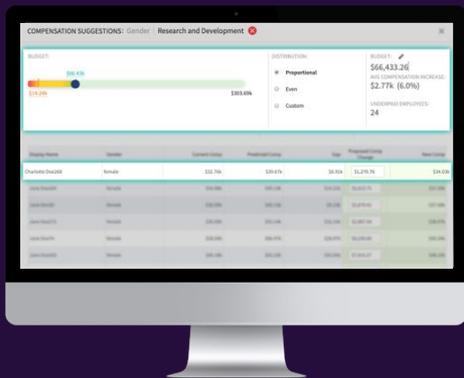
Workplace Equity Platform

Enterprise platform to analyze, resolve, and prevent disparities in pay and opportunities



Expert Support and Consulting

Legal best practices, statistics, reporting, and communications guidance and support



270+ industry leaders trust Syndio

including 30% of Fortune's Most Admired Companies



Poll question

Does your company have a formal performance management process?

A Yes

B No



Poll question

If yes, do you believe your company's performance management process is effective and fair?

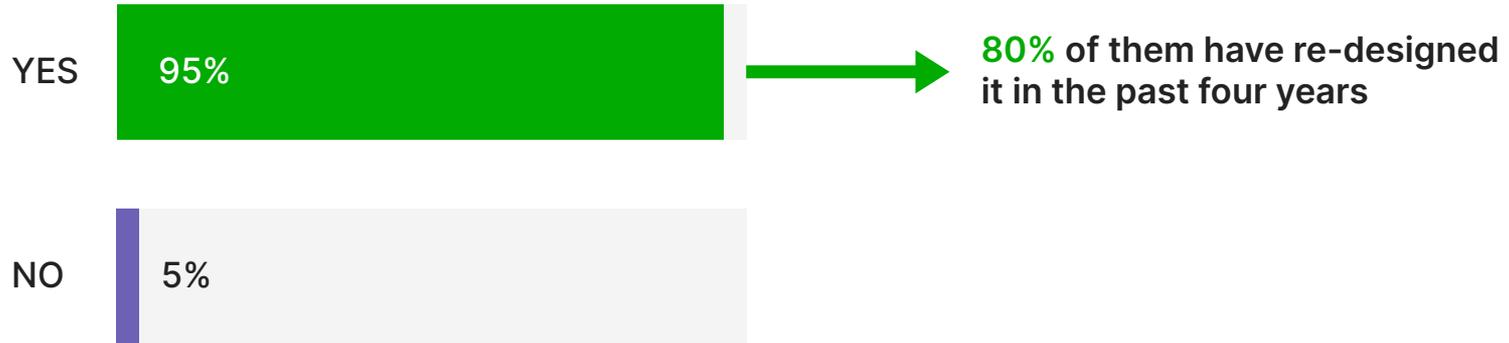
A Yes

B No



Nearly all companies have a formal performance management process, but many are dissatisfied with it

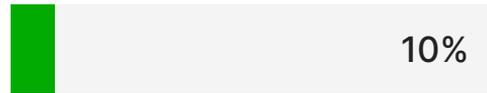
Does your company have a formal performance management process?



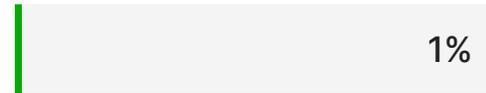
Most companies are still leveraging a rating scale to evaluate performance, but enforcement is inconsistent

What is your company's approach to using performance ratings?

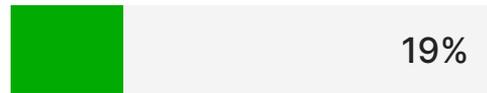
We **do not** use ratings



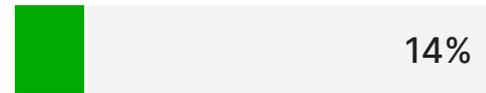
We use a **2pt** rating scale



We use a **3pt** rating scale



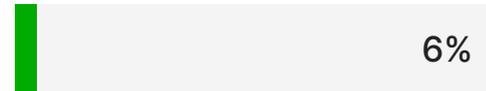
We use a **4pt** rating scale



We use a **5pt** rating scale

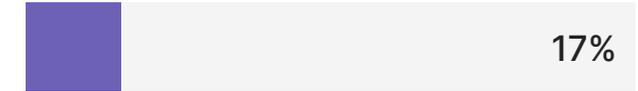


We use a **6pt** or more rating scale

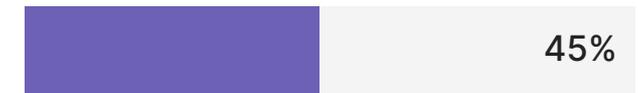


Does your company have performance distribution targets?

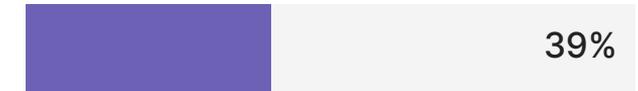
Yes, we either force a distribution or allow little variance from guidance



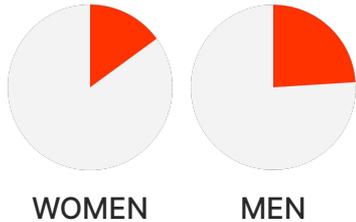
Yes, we provide distribution guidance, but do not force a distribution



No, we do not force or guide a distribution



Current performance management processes can lead to bias and distrust



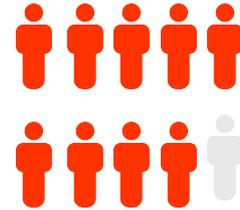
Only 15% of women and 24% of men managers had confidence in the performance evaluation process, while most viewed it as subjective and highly ambiguous.

[Source](#)



Compared to men, women are 12% more likely to earn the lowest potential rating.

[Source](#)



Nine in 10 human resource leaders don't believe annual performance reviews result in accurate information.

[Source](#)

“ Productivity is significantly affected by how much (or how little) trust exists within the culture of an organization.

[Source](#)

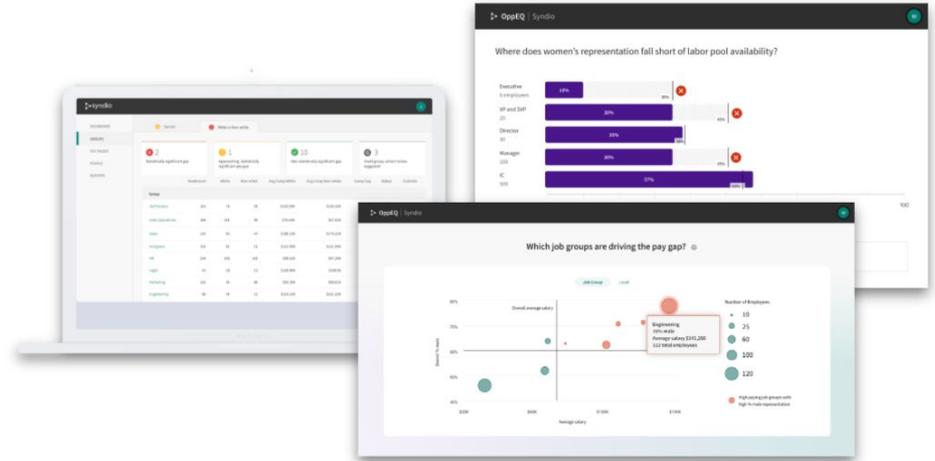


Panel Q&A



Syndio gives you the tools to measure and analyze all facets of workplace equity

- Analyze equity in pay, promotions, performance assessments, and more
- Build a data-driven strategy for reducing median pay gaps
- Set competitive, equitable, and explainable salary ranges
- Communicate about diversity, pay, and opportunity equity with data you can trust

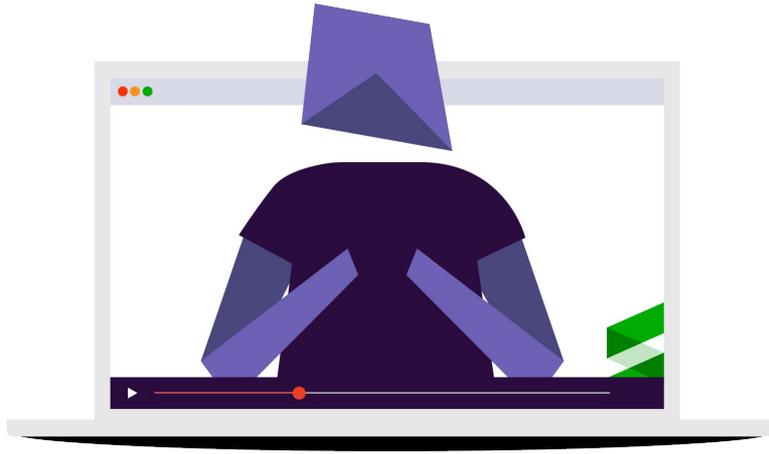


Request a 1:1 demo

SYNDIO.COM/DEMO



**Not ready for a 1:1 demo?
Join our next live demo webinar!**



**How Syndio Helps You
Achieve Workplace Equity**

Tuesday, August 1

Register

SYNDIO.COM/LIVEDEMO





Thank you

To learn more about Syndio, visit us at syndio.com

© 2023 Syndio. All rights reserved. No images or information in this document may be reproduced, transmitted, or copied without express prior written permission from Syndio.

