





CHECKLIST:


Developing a Performance Improvement Plan (PIP)

- 1** Determine if PIP is required


*Ask yourself:
Is the employee valued?
Can the performance issue be resolved?
Will the outcomes be positive?*
- 2** Involve the employee


When employees are involved, they are invested in the outcome of the PIP
- 3** Draft the PIP


HR plays an important role in assisting managers with drafting a detailed and specific plan
- 4** Define the support needed


Consider what resources, training or coaching will be provided
- 5** Schedule regular check-ins


Check-ins should be clearly defined in the PIP with specific deadlines

Performance Development Guide Tips

Thomas LeBlanc, Bhavik Merchant



Performance Development Guide Tips:

Microsoft Power BI Performance Best Practices Bhavik Merchant, 2022-04-22 Supercharge performance analytics and create repeatable patterns to ensure you get the best performance and scalability from your analytics solutions with Power BI Key Features Learn how to build performant data models and apply Row Level Security Identify and fix performance issues in reports DAX and datasets using DAX Studio VertiPaq Analyzer Use a formal process to manage performance from setting targets to monitoring and remediating issues Book Description This book comprehensively covers every layer of Power BI from the report canvas to data modeling transformations storage and architecture Developers and architects working with any area of Power BI will be able to put their knowledge to work with this practical guide to design and implement at every stage of the analytics solution development process This book is not only a unique collection of best practices and tips but also provides you with a hands on approach to identifying and fixing common performance issues Complete with explanations of essential concepts and practical examples you ll learn about common design choices that affect performance and consume more resources and how to avoid these problems You ll grasp the general architectural issues and settings that broadly affect most solutions As you progress you ll walk through each layer of a typical Power BI solution learning how to ensure your designs can handle scale while not sacrificing usability You ll focus on the data layer and then work your way up to report design We will also cover Power BI Premium and load testing By the end of this Power BI book you ll be able to confidently maintain well performing Power BI solutions with reduced effort and know how to use freely available tools and a systematic process to monitor and diagnose performance problems What you will learn Understand how to set realistic performance targets and address performance proactively Understand how architectural options and configuration affect performance Build efficient Power BI reports and data transformations Explore best practices for data modeling DAX and large datasets Understand the inner workings of Power BI Premium Explore options for extreme scale with Azure services Understand how to use tools that help identify and fix performance issues Who this book is for Data analysts BI developers and data professionals who have learnt the basics of Power BI and now want to understand how to build advanced analytics solutions will find this business intelligence book useful Familiarity with the major components of Power BI and a beginner level understanding of their purpose and use cases are required *HBR Guide to Performance Management (HBR Guide Series)* Harvard Business Review, 2017-06-20 Efficiently and effectively assess employees performance Are your employees meeting their goals Is their work improving over time Understanding where your employees are succeeding and falling short is a pivotal part of ensuring you have the right talent to meet organizational objectives In order to work with your people and effectively monitor their progress you need a system in place The HBR Guide to Performance Management provides a new multi step cyclical process to help you keep track of your employees work identify where they need to improve and ensure they re growing with the organization You ll learn to Set clear employee goals that align with company objectives Monitor

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