



Performance **4**all

Performance Enhancement in Universities

“An on-line appraisal system hits a number of objectives under Ulster’s OD Strategy. It reduces bureaucracy and paper, encourages a continual conversation between appraiser and appraisee, and facilitates engagement via greater congruency between individual, departmental and organisational objectives. The Performance For All pilot scheme is simple, effective and transparent!”

Ronnie Magee, HR Director, University of Ulster



39 Higher Education Institutions are already taking part in local trials

Join them today

If you would like to find out more about how your University can get involved contact **Christian Carter**, PFA Project Manager: christian.carter@bristol.ac.uk



Run by universities for universities, PFA is a collective project which aims to deliver online appraisal and performance enhancement tools which specifically focus on the complex needs of the education and research sectors.

Performance 4 all was launched to the sector in August 2011, Currently 39 HEIs are gathering and sharing their knowledge, experience and vision. Together they have created flexible, simple and cost effective web-based solutions which successfully implement:

- 📍 Online Appraisal
- 📍 Managing Cascading Goals and Objectives
- 📍 Coordinating Learning and Essential Training
- 📍 Quality Induction
- 📍 Delivering Competencies and Behaviours (AUA, HERA, VITAE RDF etc)
- 📍 Talent Management and Succession Planning
- 📍 Seamless integration with existing university HR systems

Trial partners are helping develop the tools by running real trials with beta software during 2011/12. This means that what is released to the sector from August 2012 will be as effective and robust as possible as a result of twelve months pre-release research and development.

Universities can get involved in as much or as little as they like, run the full suite of modules or introduce it slowly over time, perhaps starting by moving your existing paper appraisal to the on-line platform. The software and project is here to move at a pace right for your institutional culture.



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