

# Performance For All FAQs

## What is the first step in setting goals?

The first step is to show people clearly how they fit in with a series of goals. Sometimes the process of setting them is as enlightening as actually doing them. The key to creating meaningful goals is in ensuring that they are anchored into the organisational strategic plan in a way that is easily understood.

## Why should I link goals?

Human motivation theory tells us goals need to have transparency to have impact so that people can see how their actions will lead to a sense of achievement for themselves, as well as organisational success. Showing people exactly where they fit in the organisation and how what they do, even the smallest of tasks, has an impact on achieving organisational objectives can be truly motivational.

For more information on goals see our Goal Setting Leaflet on the [members page of the PFA website](#) password hefpass.

## Has the project accounted for culture change?

The Performance For All project fully understands that culture change isn't easy, and can be a particularly slow process in the public sector. That is why we have developed the 'slow creep' process, allowing culture change to happen at a very slow rate without losing momentum or individual's interest.

## Why should I pay for PFA software when I get my HR Bolt-on for free?

Here is a small sample of tools PFA can deliver today which none of the HR bolt-ons we have seen address:

- Create an on-going link and line-of-sight from the very top of the organisation to every member of staff, so individual or team goals can be seen in the context of greater delivery.
- Providing the tools for managers and staff so that:
  - goal setting and management becomes an on-going processes, not an annual one;
  - learning requirements are considered as on-going activities, not just an annual process.
- Integration of goals, behaviours, competencies and performance, including Association of University Administrators (AUA), Higher Education Role Analysis (HERA) and Vitae Researcher Development Framework (RDF).
- The ability to see your entire team or organisation, and how it is performing, in real-time.
- Inherent processes to ensure changes in goals at any level are quickly and effectively communicated and cascaded.

- The ability to tweak implementation to ensure cultural fit.
- The ability to link project teams into the hierarchy of goals, just as any other team.
- The ability to ensure delivery of essential training, behaviours and induction with minimum effort.
- The ability to roll out different parts of the system (including whole modules) at different rates in different parts of the university.

For a more in depth answer please see our 'Why should I pay for PFA when I get my HR Bolt-on for free?' document on the [members page of the PFA website](#) password hefpapass.