

TOP

Talent, Ontwikkelen en Presteren



1

EIGEN REGIE



2

TALENTEN



3

FEEDBACK



4

KORT-CYCLISCH



5

ZELFREFLECTIE



6

COACHENDE
LEIDINGGEVENDE

DE TOEKOMST
EEN STAP
VOOR ZIJN

Performance Development at Achmea

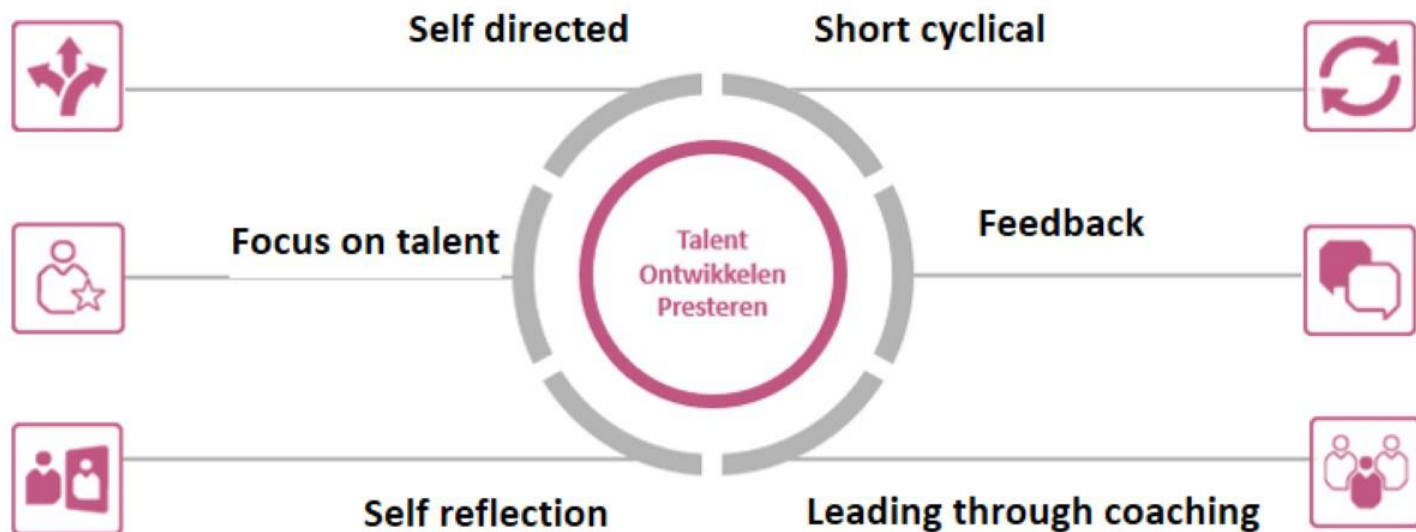
8 december 2021

achmea 

Performance Development TOP: 3 Goals - 6 Elements

3 Goals

- Encourage Learning Agility
- Increase performance ability
- Enhance job satisfaction



Appreciating is more than rewarding



- **Hygiene factors** prevent **dissatisfaction**
 - Salary
 - Additional benefits
 - Physical work environment



- **Motivators** lead to **satisfaction**
 - Development
 - Appreciation and acknowledgment
 - Growth

PROMOTE LEARNING AGILITY!



- **Good performance is the norm**
 - Achmea provides offers good employment conditions and benefits and has employees that perform well
 - Employees don't receive a review score anymore;



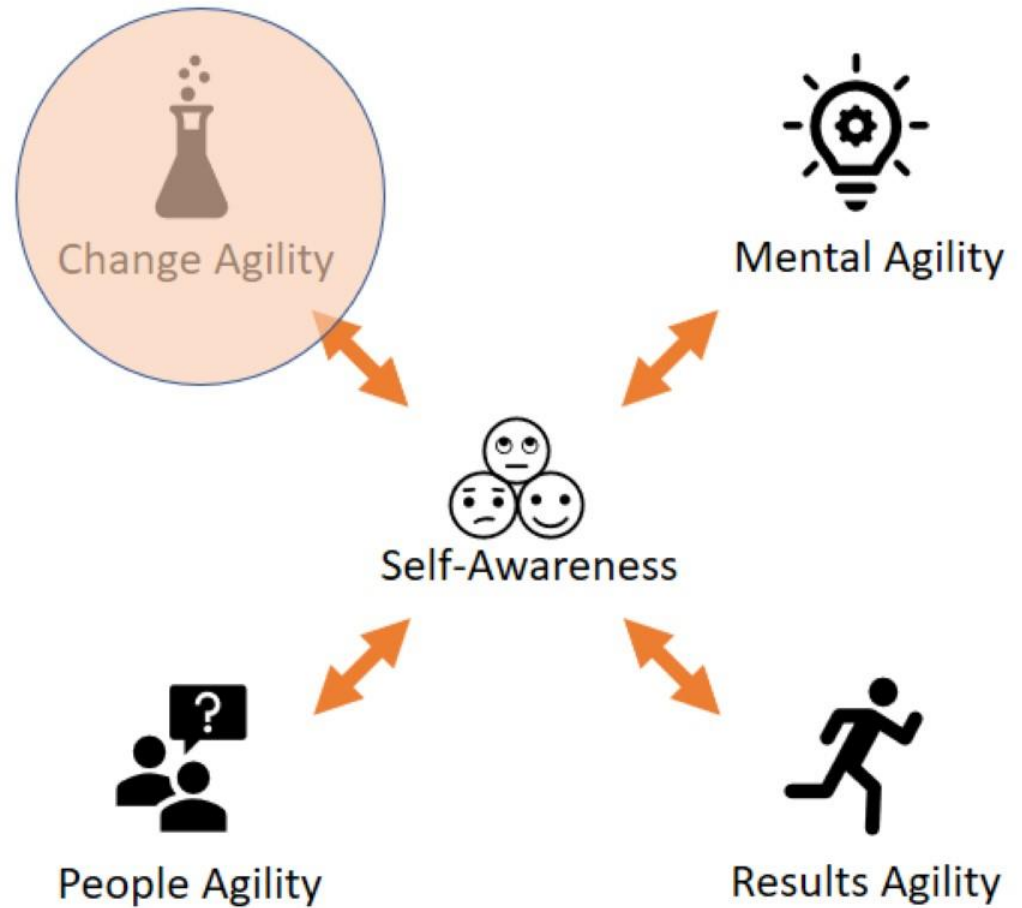
- **Differentiation in salary increase results in frustration among employees**
 - It leads to feelings of being disadvantaged
 - If differences in salaries increase too much, motivation suffers leading to a decrease in quality and performance



- **Intrinsic motivation is the key**
 - Strong indicator of performance
 - Is stimulated by rewards in line with personal drivers such as purpose, autonomy and mastery



Learning Agility





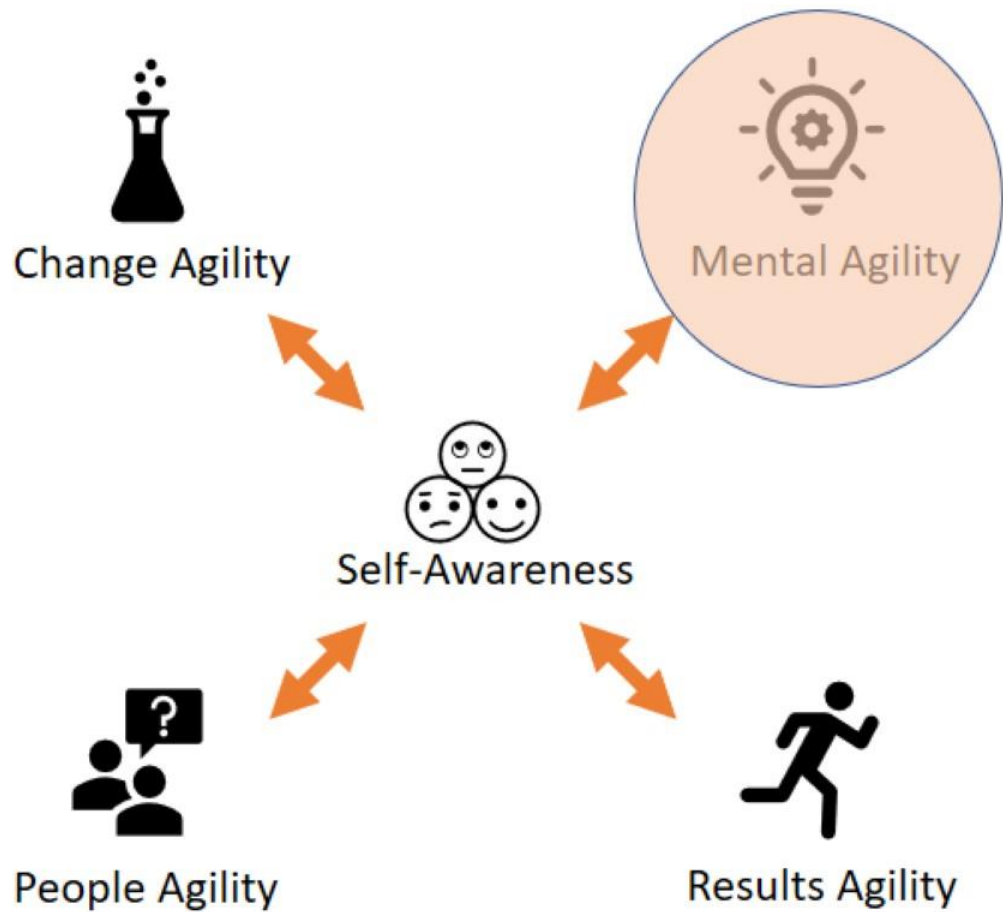
Change Agility

experimenting

learning through
trial & error



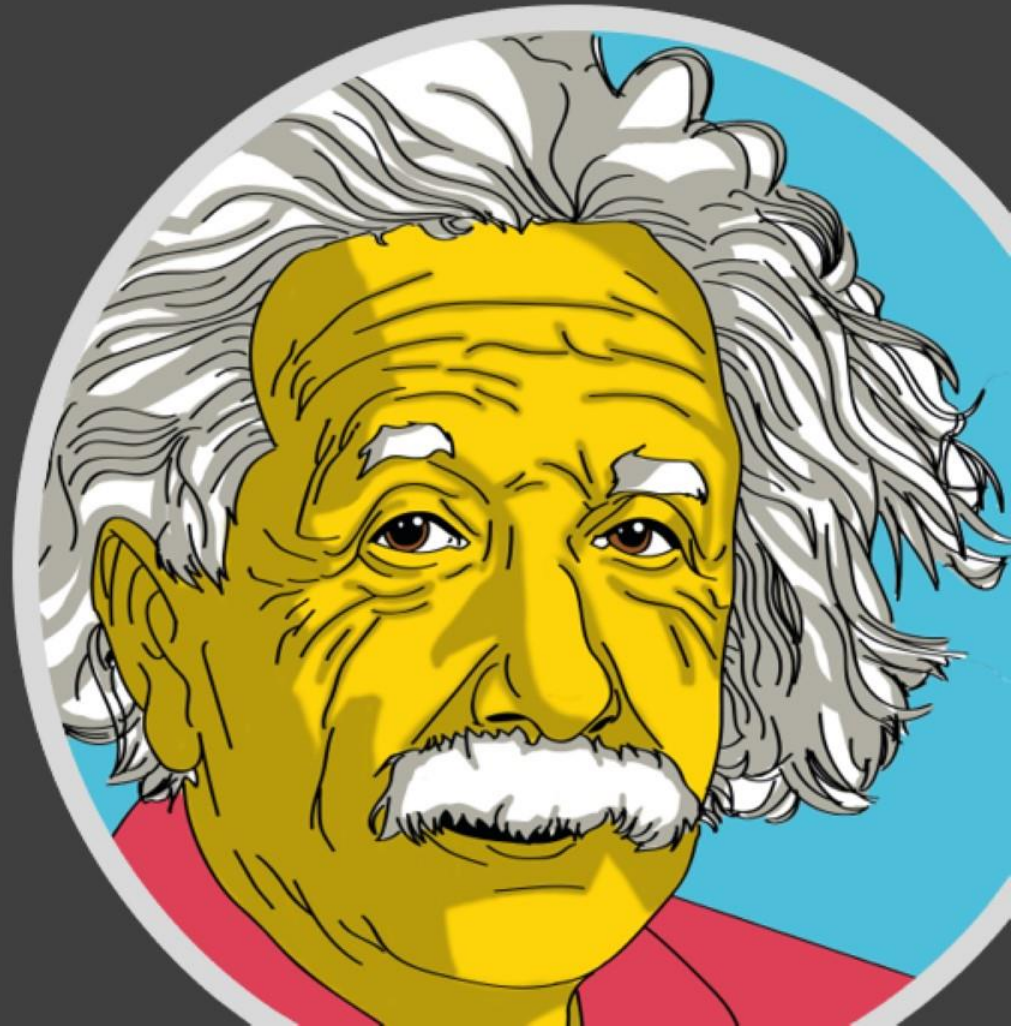
Learning Agility



Mental Agility

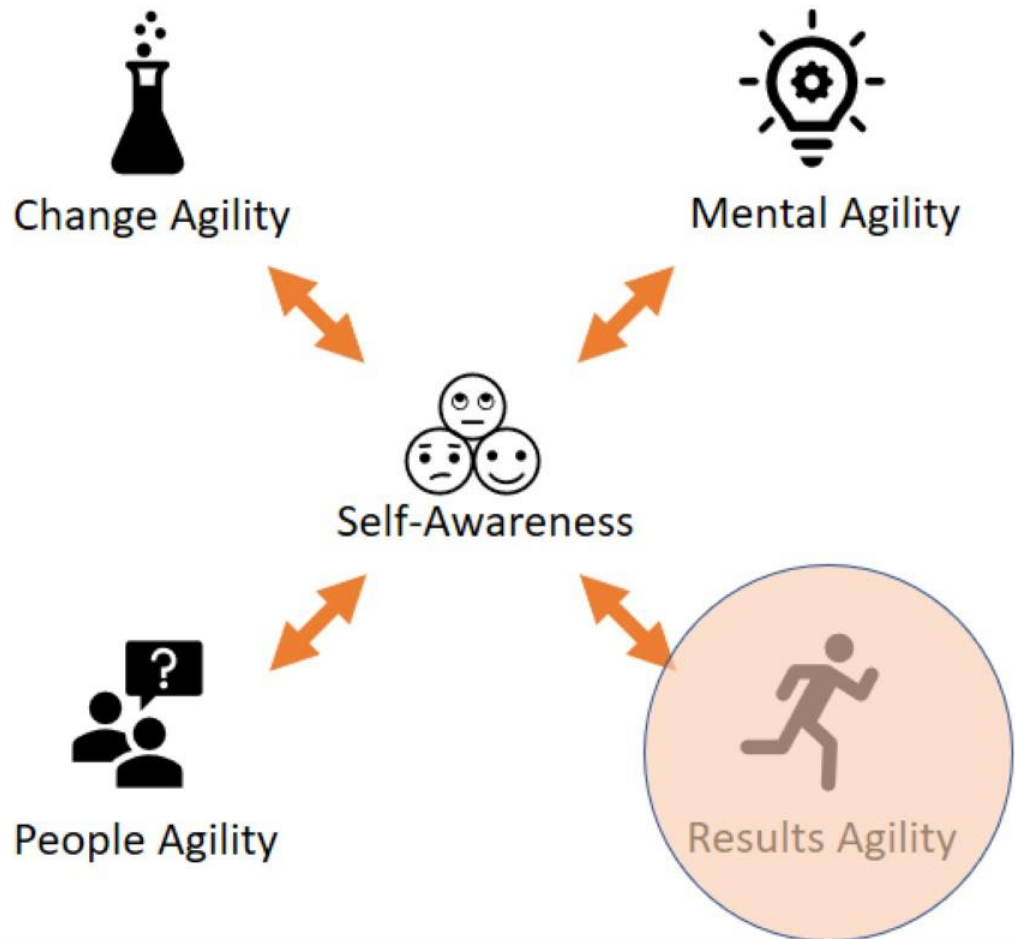
gathering
&
combining
knowledge

$1+1 = 3!$





Learning Agility





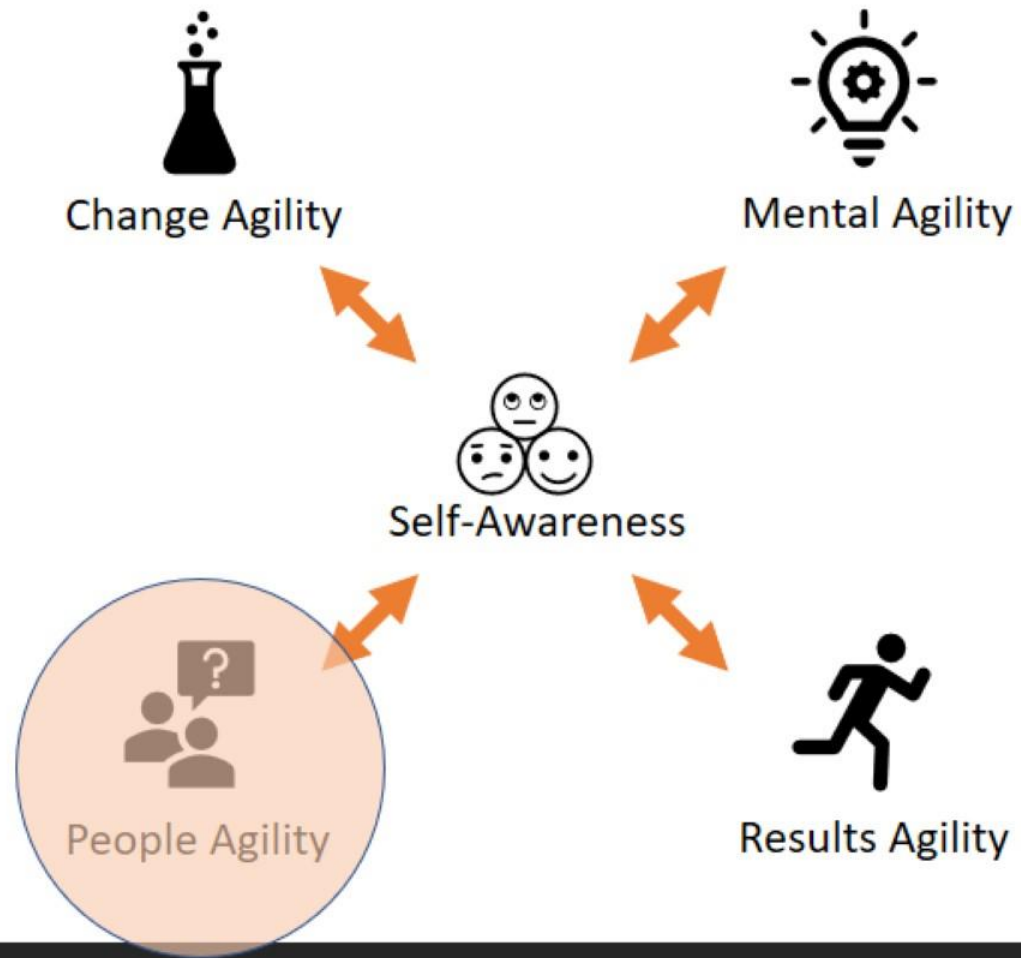
Results Agility

ambition & focus

practice makes perfect!



Learning Agility





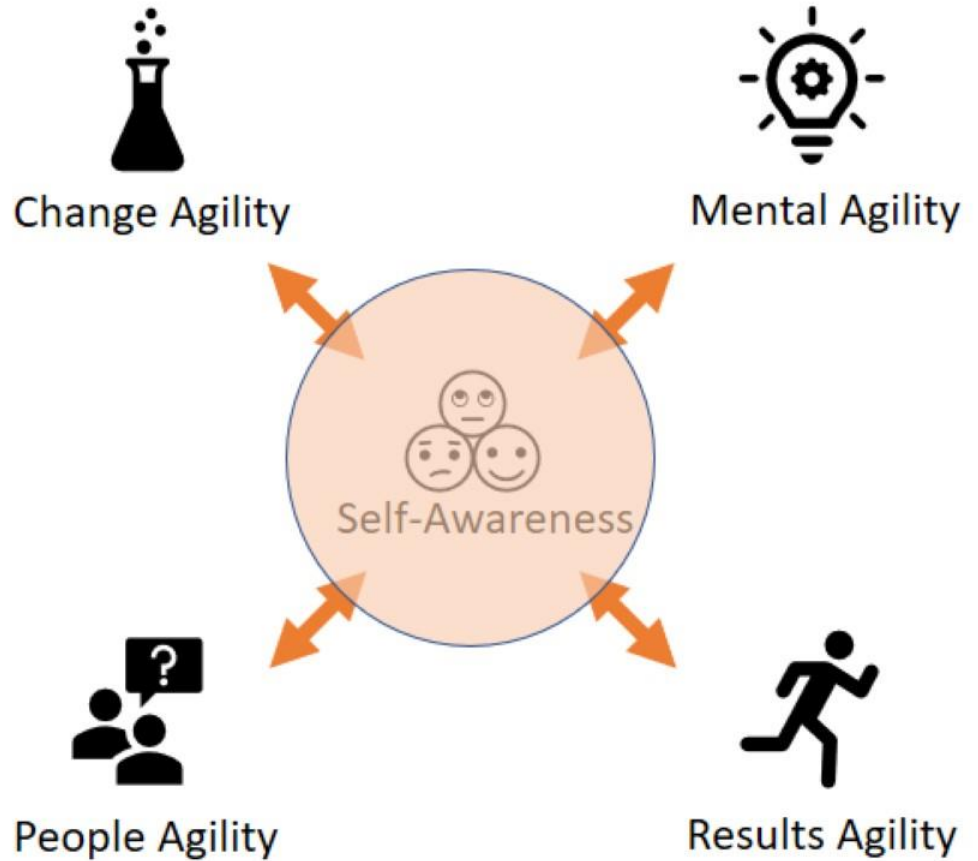
People Agility

consulting others
&
monkey see,
monkey do!





Learning Agility



Self-awareness
critical self-reflection



Learning
Agility
&
Talent

Talent Recruitment

- Identification of applicants with future potential

Talent Development

- Encouraging Continuous Learning; Development & Growth

Talent Management

- Identification of High Potentials
- Orchestrate succession Planning

Learning Agility

