



5 Steps to an Effective PIP

The Performance Improvement Plan (PIP) is an HR tool designed to help an employee reach the expected level of performance within their designated role. However, the mere mention of a PIP can also cause an already challenging situation to become even more tense if not handled correctly.

There are many ways to design and implement a PIP. The most effective, in my opinion, is the coach approach. Sara Pollock, an HR leader within Clear Company, seems to agree with me in her article “5 Steps for Creating an Effective Performance Improvement Plan.”

Pollock states, “By combining the two main aspects of coaching, feedback and goal setting, employees are presented a concrete roadmap of performance initiatives that they want to achieve, along with developmental training on how they can

succeed throughout their role. Professional coaching isn't about dictating to employees what you want to see; instead, it's about working together to construct a performance improvement plan."

Most employees want to succeed in their role and fall short due to not understanding expectations, difficulty prioritizing tasks, or other factors. Pollock aptly describes her 5-step process as: 1) Gather/Analyze/Interpret, 2) Set Objectives, 3) Open the Floor, 4) Document Progress, and 5) Monitor/Follow Up. The Coach approach maintains an accountability environment, rather than a judgmental one, to allow the employee to take full responsibility for the outcome once the PIP goals are understood. Take a look at Sara Pollock's article [here](#).

Credit: clearcompany.com

How does your HR department or leadership approach performance improvement opportunities? Helping them develop a coach approach will improve the likelihood of retaining that employee, and possibly even increasing their loyalty because of how they were treated during their PIP experience.

If you are interested in learning how to add coaching skills to your leadership team's toolbox, contact us to learn more about Aepiphanni's Leadership Development Program. Tailored to your individual needs, Aepiphanni will look at every step of your operation and utilizing their expertise, pinpoint areas that need strengthening to help you and each member of your team streamline and strengthen their abilities to make your business a success. This program will give you the tools to handle anything the world throws your way. The key to steady growth and success is in the leadership; and with Aepiphanni's Leadership Development Program you will learn new ways to manage and lead your business into the years to come.

Contact us by filling out the form below and we'll be happy to

schedule a Coffee & Consult to chat in more detail about how we can help.

Kris Cavanaugh Castro is the People Development Coach at [Aepiphanni](#), the trusted advisor for business leaders who are seeking forward-thinking solutions to help them plan for and navigate through the challenges of business growth. Kris has over 25 years of coaching, training and mentoring leaders to greater success; and she periodically writes about leadership development and facilitates change management conversations.

We would love to hear from you. Please share your thoughts and comments below.

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