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Why They Backfire And What To Do Instead

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### **Abolishing Performance Appraisals Why They**

Abolishing Performance Appraisals provides an insightful, well documented look at the flaws of appraisal--including its destructive, unintended effects--and offers practical guidance to organizations that want to move on to more progressive approaches to coaching, feedback, development, and compensation.

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## **Abolishing Performance Appraisals: Why They Backfire and ...**

Coens (a labor attorney) and Jenkins (a human resources consultant) argue that the process of performance appraisal frustrates most employees and managers who use it. Rather than modifying this process, they offer suggestions on how to replace performance appraisals with other approaches that emphasize teamwork, empowerment, and spirituality.

## **Abolishing Performance Appraisals: Why They Backfire and ...**

Abolishing Performance Appraisals: Why They Backfire and What to Do Instead by. Tom Coens, Mary Jenkins, Peter Block (Foreword) 3.77 · Rating details · 95 ratings · 10 reviews This is the first book to offer specific suggestions on how to replace performance appraisals with a more effective system that emphasizes teamwork and empowerment ...

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## **Abolishing Performance Appraisals: Why They Backfire and ...**

The bottom line, the authors argue, is that the process of performance appraisal frustrates most employees and managers who use it. While eighty percent of U.S. Businesses use performance appraisals, 9 out of 10 of them are dissatisfied with the process. This book provides an alternative. Read excerpts from it below!

## **Book Excerpt: Abolishing Performance Appraisals: Why They ...**

Abolishing Performance Appraisals provides an insightful, well documented look at the flaws of appraisal--including its destructive, unintended effects--and offers practical guidance to...

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## **Abolishing Performance Appraisals: Why They Backfire and ...**

As a result, the suggestion to abolish performance appraisals comes as no surprise (especially since that's the title) and the logic is appealing, as well. To get rid of performance appraisals will be difficult in most companies, because people will not be able to imagine what the alternatives can be.

## **Abolishing Performance Appraisals: Why They Backfire and ...**

Abolishing Performance Appraisals: Why They Backfire and What to Do Instead by Tom Coens and Mary Jenkins Published by Berrett-Koehler Publishers . Contents Foreword by Peter Block xiii Preface xvii Preface to the Paperback Edition xix Acknowledgments xxi Introduction: Letting Go of a Hopeless Ritual 1

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## **An Excerpt From**

A performance appraisal usually intends to have six different functions: Improvement: helping both the employee and organization to get better results Coaching & Guidance: managing tool and framework for coaching, counselling, and motivating employees Feedback & Communication: enhancing ...

## **Abolishing Performance Appraisals - OKRs and Performance ...**

You have to eliminate strait jackets like performance appraisals to get to that point. The thrust of the alternative is to place the responsibility with each person in the company for their own development, but be sure that they get access to the resources and feedback they need to improve.

## **Abolishing Performance Appraisals: Why They Backfire and ...**

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## 10 Good Reasons To Abolish Performance Reviews 1.

Performance reviews have long been a solution in search of a problem. They're supposed to keep companies from getting sued, but they don't, because...

### **Ten Good Reasons To Abolish Performance Reviews**

The authors advocate dropping the ritual of performance appraisal as a vital step, in itself, and for the "undercurrent" that appraisal represents, towards freeing the human spirit in organizations. This undercurrent "hangs like a cloud, pervades the workplace atmosphere...."

### **Abolishing Performance Appraisals: Why... book by Mary Jenkins**

Abolishing Performance Appraisals makes a powerful case for removing this well intended yet ineffective ritual organizations have been requiring for decades.

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## **Amazon.com: Customer reviews: Abolishing Performance**

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Buy Abolishing Performance Appraisals: Why They Backfire and What to Do Instead 02 edition (9781576752005) by Tom Coens and Mary Jenkins for up to 90% off at Textbooks.com.

## **Abolishing Performance Appraisals: Why They Backfire and ...**

Abolish performance appraisals - and do some different things instead By Andy Lippok - A cut above the usually "let's abolish it" because it attempts to offer some new assumptions. Sadly, it purports to be based on neuroscience with IMO is a distraction Viewed 630 Times) Why Corporate Leaders Won't Abolish Performance Review

## **Abolish Performance Reviews? Case For And Against**



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Abolishing Performance Appraisals: Why They Backfire and What to Do Instead by Tom Coens and Mary Jenkins Berrett-Koehler Publishers, 2000, 300 pages. List price: \$27.95. ISBN: 1576750760.

### **Bookshelf - Abolishing Performance Appraisals**

While the original Performance Appraisal was born with worthy intentions, it has morphed into what is now perceived by many as the new “workplace tyranny.” It no longer accomplishes the intended goals, drives an overburdening bureaucracy, and worst of all a real fear amongst employees.

### **Abolish performance appraisals - and do some different**

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Abolishing Performance Appraisals provides an insightful, well documented look at the flaws of appraisal-including its destructive, unintended effects-and offers practical guidance to

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organizations that want to move on to more progressive approaches to coaching, feedback, development, and compensation.

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Abolishing Performance Appraisals provides an insightful, well documented look at the flaws of appraisal—including its destructive, unintended effects—and offers practical guidance to organizations that want to move on to more progressive approaches to coaching, feedback, development, and compensation.

### **Abolishing Performance Appraisals by Tom Coens, Mary**

...

Various people will tell you that performance reviews are essential for letting employees know how they're doing (why?), to justify pay increases (you don't need performance reviews for

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that), or...

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