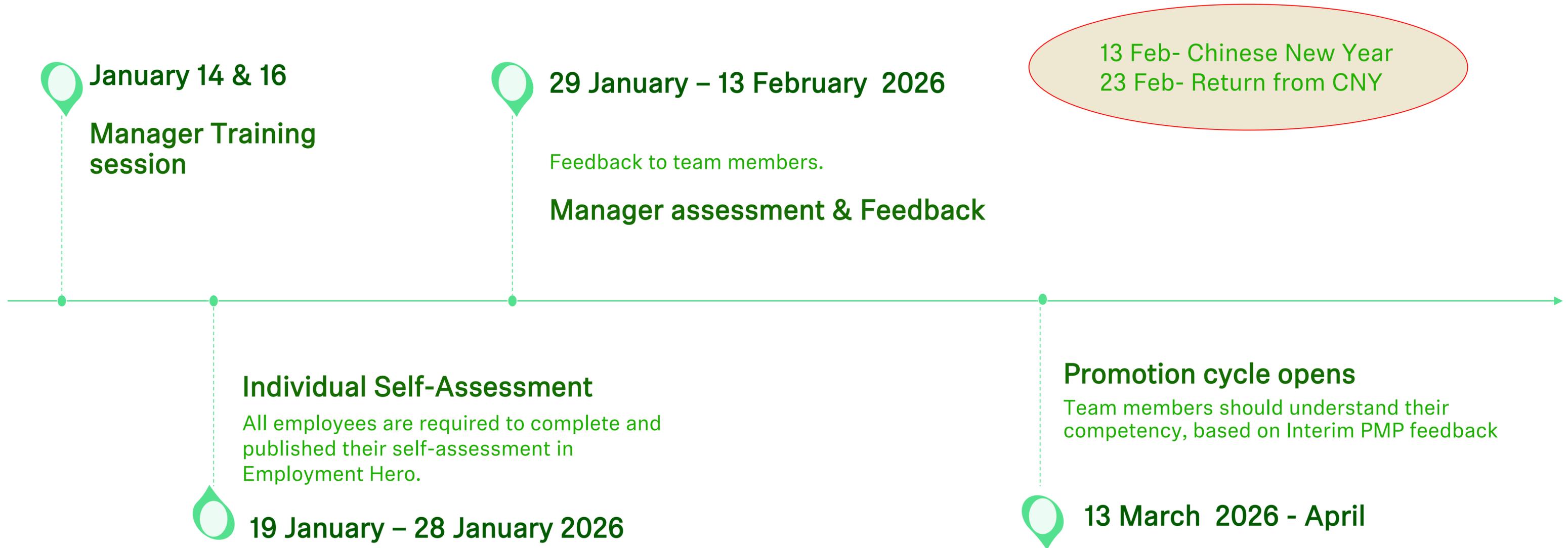


INTERIM PMP

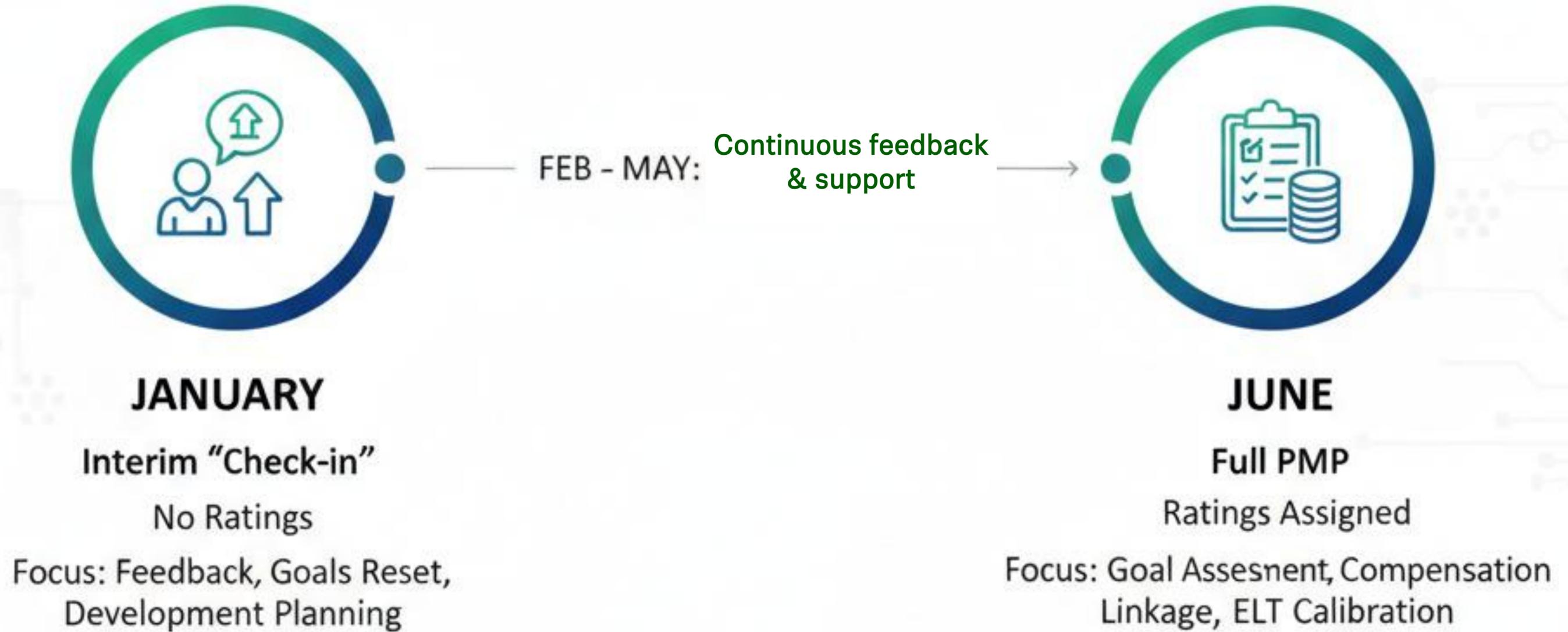
January 2026



STREAMLINED TIMELINE FOR NEW INTERIM PMP PROCESS

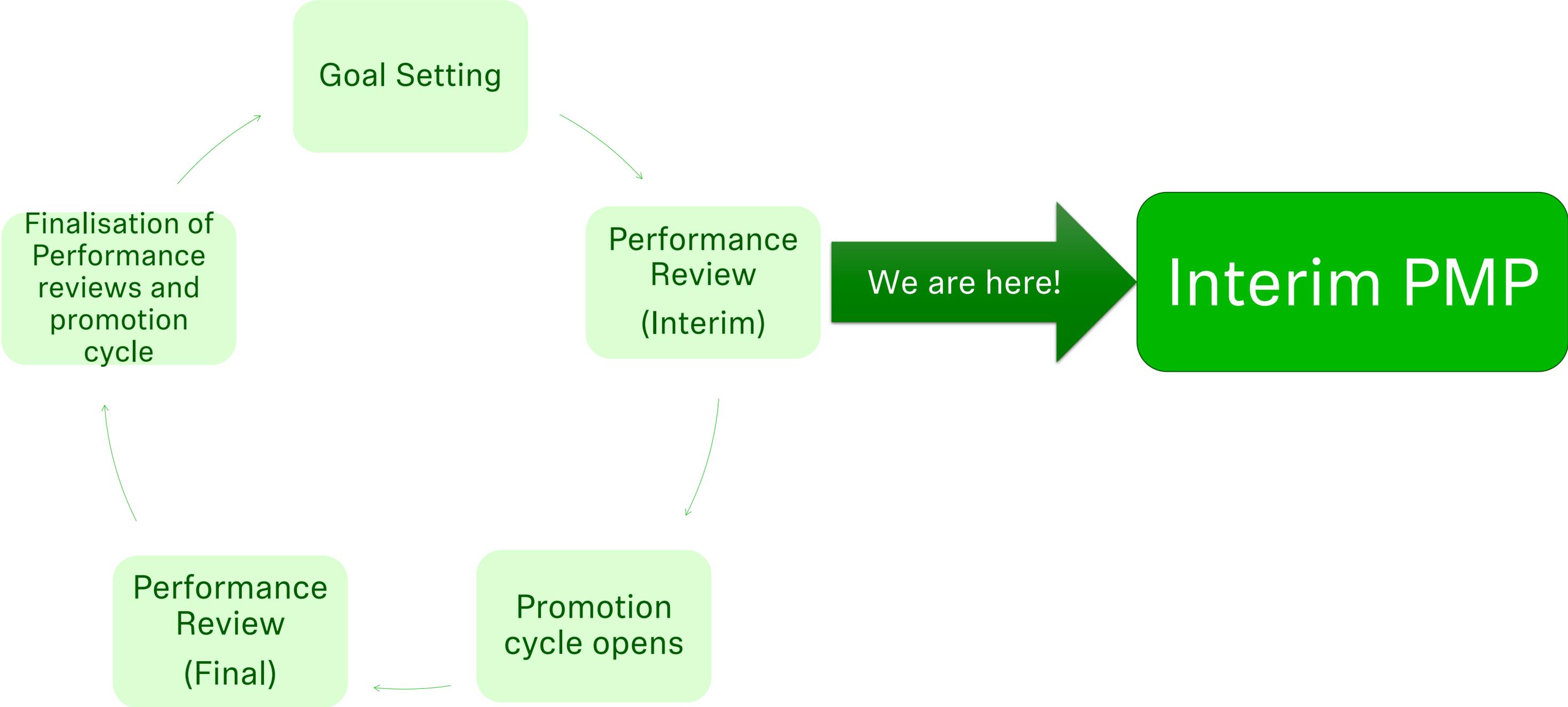


Proposal assessment: Alternative solution



Gartner data:
Over three-quarters (76%) of organizations rate their employees **once** per year

HR CAREER CYCLE



High Performer - criteria

Criteria remains un-changed – team members are still assessed with their Actions and Outcomes

Attributes of 'High performers'

ACTIONS

AND

OUTCOMES

- Steps outside responsibilities, OR
- Recognized as expert, mentor and teacher, OR
- Committed to continuous improvement



- Exceeds goals, AND
- Has out sized impact on business value



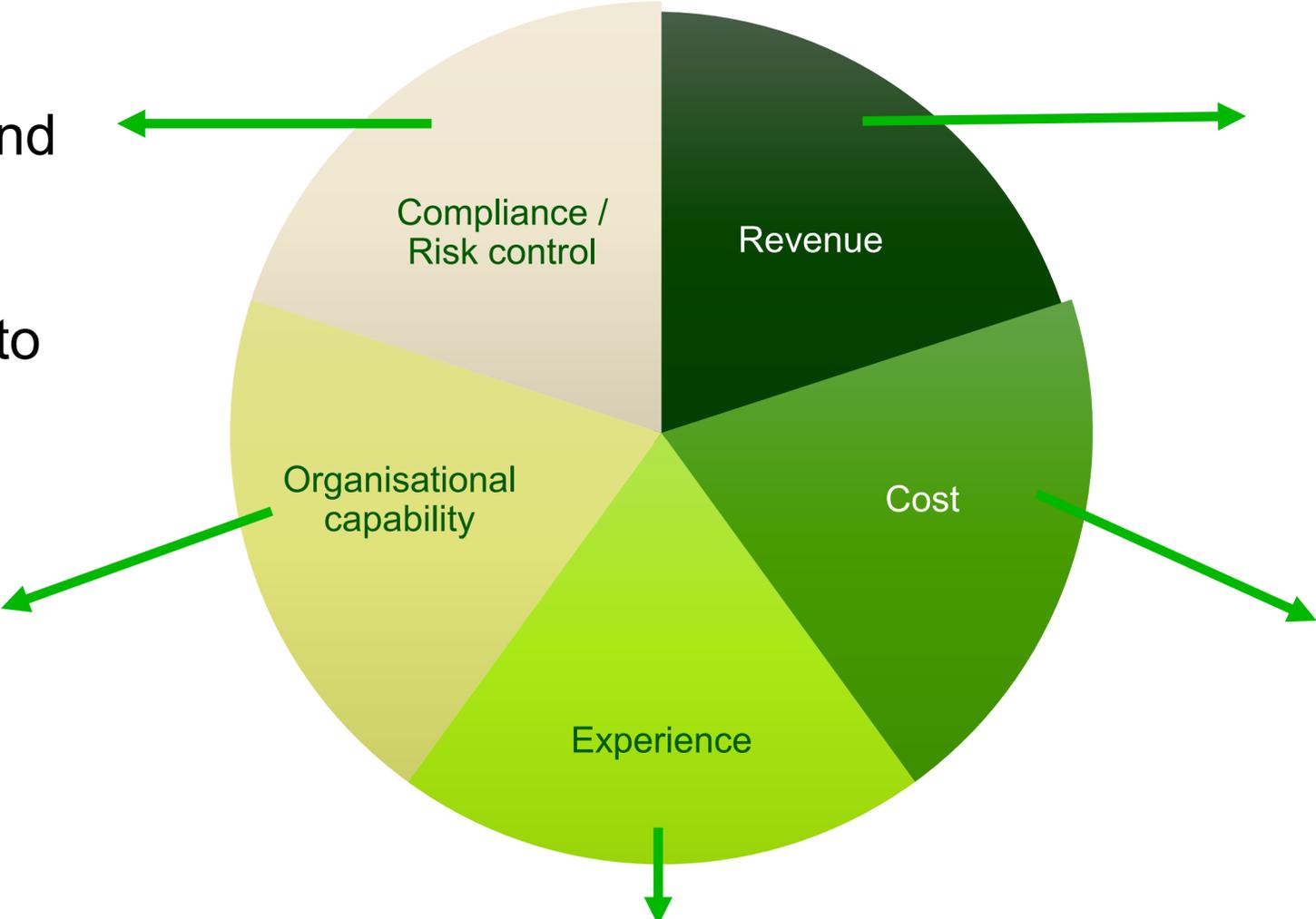
The Business Values

Team members should still take the opportunity to showcase their Business Value

Compliance:

- Adherence to legal, regulatory requirements, and internal policies.
- Identifies, assesses, and mitigates potential threats to the organization.

Organisational Capability Contribute to the effective utilization of the company's resources.



Revenue: income generated

Cost Effectiveness: identify and seek to reduce costs

Experience: Internal and/or External = customers/ suppliers/Stakeholders



Self-assessment criteria prompts

GOAL PROGRESS

List briefly your goals / KPI's / OKR's for the last six months. Describe how you progressed with these goals so far for the period.

BUSINES VALUE

- The five business values are: revenue, cost, experience, organizational capability, and compliance. What is the impact to the business value(s)? Describe the actions you have taken to achieve this business value. E.g.: Costs saved by 10% or revenue increased by 15% through new, quicker, consistent processes.

ACTIONS

- Attributes of high performers are: 1. Taking on work outside of your Position Description, or 2. Act as a mentor, subject matter expert and / or teacher, or 3. Demonstrated actions of continuous improvement. Choose the ones you believe you have contributed to and describe your contribution.

CAREER GOAL

- What are your personal career goals?

PERFORMANCE

- Following the completion of your self-assessment, please schedule a review with your manager

How EH supports these prompts

Q.1 Goal progress: List briefly your goals / KPI's / OKR's for 2024. Describe how you progressed with these goals so far for the period. **Manager assessment:** To what extent were the agreed goals delivered in this review period? Were any changes in priorities appropriately managed?

abc test

RO
EMPLOYEE

Q.2 Business Value (Outcome): The five business values are: revenue, cost, experience, organizational capability, and compliance. What is the impact to the business value(s) and describe the actions you have taken to achieve this business value. E.g.: Costs saved by 10% or revenue increased by 15% through new, quicker, consistent processes. **Manager assessment:** Do you agree with the employee's assessment of their business value contribution? And describe the impact on the business.

abc test

RO
EMPLOYEE

Q.3 Actions: Attributes of high performers are: 1. Taking on work outside of your Position Description, or 2. Act as a mentor, subject matter expert and / or teacher, or 3. Demonstrated actions of continuous improvement. Choose the ones you believe you have contributed to and describe your contribution. **Manager assessment:** Has the employee demonstrated actions beyond role expectations that materially contributed to outcomes? (capability uplift / continuous improvement/ steps outside role/ Knowledge contribution)

abc test

RO
EMPLOYEE

Q.4 Career goal: What are your personal career goals? **Manager assessment:** Based on current performance and behaviours, how ready is the employee for the next level or expanded scope?

abc test

RO

Overall Rating

★ ☆

Aligned: I have reviewed the assessment of my team member and provided them with verbal f...

Overall Rating

★★

Not aligned: My team member has not been available to align on feedback so I have documented the details here and will discuss as soon as they are available

Ratings will not be used but the system demands an entry, so enter the value:
1 star – Aligned, 2 stars - Not Aligned

POLL ON FEEDBACK - ANONYMOUS

Pick the response describes the response that is the most closely aligned to how you would describe the feedback you receive.

Enter your response in the poll in the meeting – responses are anonymous.

1. I think my manager provides effective & timely feedback to me regularly
2. I think my manager could improve the feedback I receive
3. My manager does not provide specific feedback outside of team meetings and managing responsibilities

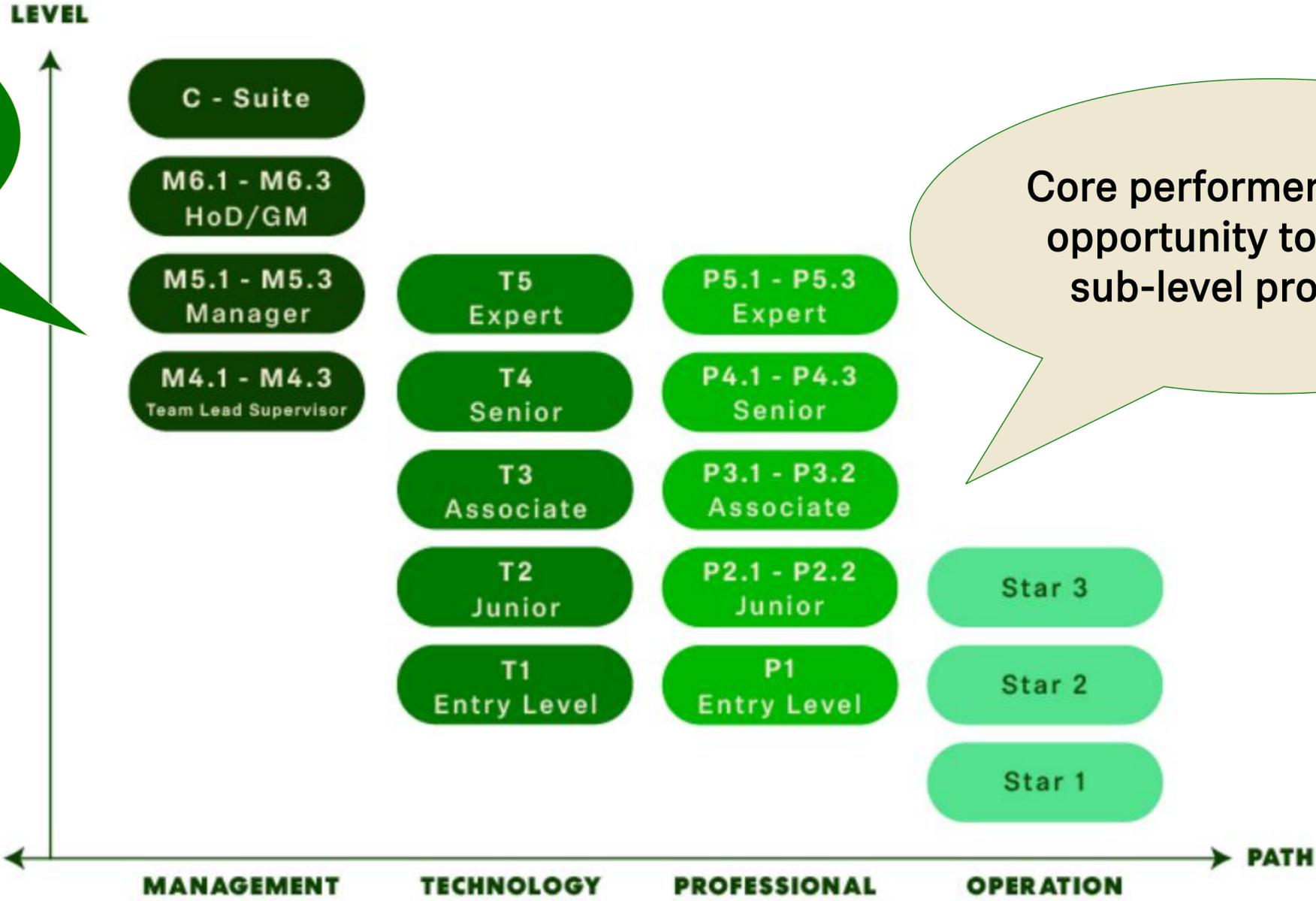


Promotion

Promotion cycle starts in March. Everyone who meets the criteria can apply for promotion.

The future is in your hands !

High performers have more opportunities to apply for promotions



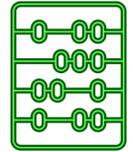
Core performers have the opportunity to apply for sub-level promotions

Frequently asked questions



“What does this mean for my performance overall?”

This is a developmental check-in. Final performance outcomes are assessed at year-end.



“Does this affect pay or promotion?”

Promotion is self-led and your manager should provide feedback about where they determine your competency level. You still have the opportunity to showcase your achievements according to the Business Values and Actions and Outcomes.

Your annual salary review calculation is assessed with the same criteria – competency level, Actions & Outcomes = Business Value



“Am I meeting expectations?” [Link to question set](#)

Align on goals which may have shifted and progress on achievements

Follow the STAR method to provide evidence-based feedback on what is going well and what needs improvement.



“ Am I still able to apply for a promotion without an Interim PMP rating? ”

Promotions are employee led, so if you understand that you meet the criteria, you are able to apply.

The criteria to apply for a promotion is that you:

1. Meet the Competency criteria for the next level fully (Primary level) or partially meet the competency criteria for the next level (Sub-level) promotion.
2. That you are able to showcase your Business Value with your Actions and Outcomes.

If you are aligned with your manager on your achievements, you are able to apply for a promotion when the Promotion applications open.



“If I am in my probation period, do I need to complete PMP?”

No, team members in their probation period do not need to complete PMP, as they will have their feedback during their probation review.



“My manager’s feedback is that my performance does not meet expectations ”

If your manager provides you with feedback that your performance is not meeting expectations, they should provide clear, concise details about where your performance needs to improve.

If your performance needs more support to reach the required standard, HR may work with you on a Performance Improvement Program. (PIP)

THANK YOU

 newaim™

