



# Performance Management

## Data Driven Management

Motivational effect of the goal

## Data driven vs Micromanagement

### Performance Management

#### Micromanagement

Short term view

Unfounded decisions

Looks at numbers individually

Focussed on underperformance

Focussed solely on quantity

Uses data to control

VS

#### Data driven Management

Looks for trends

Considers not concludes

Considers ratios

Analyses under & over

Considers quantity & quality

Uses data to empower

### Stoker Model

Subject

Time

Outcome

Knowledge

Results

### How to support

Awareness

Motivation

Capability

Consistency

Accountability