Interloop®

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KNOWLEDGE LETTER



PERFORMANCE MANAGEMENT SERIES: POTENTIAL AND 9 BOX MATRIX

INSIGHTS

The talent review process is essentially an intersection of performance and potential.

The Harvard Business Review defines potential as a person's ability to succeed in roles with responsibilities of greater scale and scope'. In this case, the scale means the job in the same area but with higher responsibility and work, whereas, scope stands for a job with a multitude of roles and responsibilities.

A high potential employee needs to be identified using various assessments so that appropriate measures can be taken to groom the individual into a leadership position. Engaging and retaining the HiPos for critical roles in the future keeps the talent supply in check.

Employees with High Performance might be different from the ones with high potential, therefore, the 9 box matrix helps in understanding the degree of the same.

KNOWLEDGE LETTER

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RESOURCES POOL TO GET YOU STARTED!

1. THE 9 BOX GRID: A PRACTITIONER'S GUIDE

In this practitioner's guide, each box in the 9 box grid is explained, the talent management action steps per category, and how one could use this framework in Excel for advanced reporting.

To start off with, the step-wise process to create a 9 box grid takes into account assessing performance, assessing potential, and bringing it together.

Every grid is important to be decoded because different management techniques can be applied to them accordingly. This guide explains thoroughly what the action plan could be to deal with people from that box.

2. WHAT IS A 9 BOX PERFORMANCE VS POTENTIAL MATRIX

As a manager, it's important to know which of the employees not only can perform to a high standard, but also grow into moving up the ranks.

Assessment of the skills required for high potential such as:

- The temperament of the employee when faced with difficult problems
- Their problem-solving skills
- Their skills are related to the company's core skill requirements.
- Team workability
- Leadership and tutoring ability
- Strategic planning and thinking

LINKS FOR FURTHER READING

Link 1
Link 2
Link 3

3. CRITICISMS OF THE 9-BOX TALENT GRID

- 9-box talent review is subjective in nature, it potentially leaves the process open to bias and discrimination
- There's also the potential for the results to be skewed due to miscommunications with managers or personal biases in the organization
- Potential to limit employee growth by labeling them
- They happen only once a year, which doesn't leave room for regular feedback, helping employees course-correct throughout the year as needed

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BUZZ AROUND THE MEDIA

Reminders in the HR Space for the month

MEDIAN SALARY INCREMENT TO BE AROUND 8.13% THIS FISCAL YEAR

Unlike the last two years during the pandemic, most of the job roles from across sectors have been considered for a salary hike this year. The median salary increment will be around 8.13%. Ecommerce and Tech startups, Healthcare and Allied Industries, Information Technology, and Knowledge Services have registered a salary growth greater than 10%. **Read More Here**

AIR INDIA APPOINTS CAMPBELL WILSON AS CEO AND MD

Wilson has 26 years of aviation industry expertise across both full service and low-cost airlines and has been appointed as the Chief Executive Officer & Managing Director of Air India. The Air India board approved his appointment subject to requisite regulatory approvals. He is also the CEO of Scoot, the wholly-owned low-cost subsidiary of Singapore Airlines (SIA). **Read More Here**

VEDANTU LAYS OFF 424 EMPLOYEES, SAYS CAPITAL WILL BE 'SCARCE' IN COMING QUARTERS

Online learning platform Vedantu is laying off 424 of its staff, accounting for a shade over 7% of its 5,900 employees. The CEO, Vamsi gave reasons ranging from the Russia-Ukraine war to the US Federal Reserve rate increase to justify the same. Covid 19 pandemic was also ascertained as a main reason for the crash hit. This will result in a fewer teams and projects being categorized. **Read More Here**

SENIOR EXECUTIVE PAY IN INDIA EXPECTED TO RISE ABOUT 9% IN 2022, FASTEST PACE IN 5 YEARS: AON SURVEY

The findings of the 11th annual Executive Rewards Survey in India by global professional services firm Aon revealed that the median chief executive officer (CEO) compensation is seen to reach Rs 7.05 crore for 2022. The survey analyzed data across 475 companies from more than 20 industries. The annual LTI for CEOs on average is 125% of fixed pay. Most companies use a mix of performance and retention-based grants, with at least 50% of the grant amount linked to performance measures such as shareholder return, profit, revenue and cashflows. **Read More Here**

FREE FOOD, TRANSPORTATION, FOR WOMEN WORKING NIGHT SHIFTS

The Uttar Pradesh government has said that no women workers in the State will be forced to work night shifts or between 7 p.m. and 6 a.m. unless they want to. If they consent to such a shift, they will be provided food as well as pick-up and drop facility from their homes to their place of work, free of cost.

Read More Here

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Ideas that work !

9 BOX MATRIX TEMPLATE

INPUTS AND RESULTS

Candidate	Department	Performance	Potential
Astha Puri	Procurement	2	3
Bijal Pande	Website	1	2
Chirag Sharma	Website	3	2
Divya Soni	Website	1	2
Erum Rastogi	Sales	2	1
Farhan Patel	Finance	2	2
Geet Sahu	Website	1	1
Himesh Surya	Website	1	2
Imran Abha	Website	2	3
Jitendra Pande	Website	3	2
Kailash Rane	Finance	2	2
Luv Patel	Finance	1	1
Manoj Bhide	Finance	2	3
Nancy Pastor	Website	3	2
Omar Shaikh	Procurement	1	3
Preetam Chavla	Finance	2	2
Ram Vihaan	Sales	2	2

Pick a department: **Procurement**

Potential					
High	3	Omar Shaikh, Roddy Speechley **POTENTIAL GEM**	Astha Puri **HIGH POTENTIALS**	Mallorie Waber, Sunil Upadhay **STARS**
Medium	2	Janene Hairsine **INCONSISTENT**	**CORE PLAYERS**	**HIGH PERFORMERS**
Low	1	**RISK**	**AVERAGE PERFORMERS**	**SOLID PERFORMERS**
		1	2	3
		Under	Effective	Outstanding
		Performance		

After putting in the performance and potential rating, the 9 box matrix gets formed showing the names of the employees and the box in which they get characterized.

To download the template
Click Here

STEPS TO USE THE TEMPLATE

01

LIST DOWN THE EMPLOYEES' NAMES AND THEIR DEPARTMENTS

To get the placement of employees on the grid, it's crucial to put down the department as the reflection is based on the department

02

RATE THEIR PERFORMANCE

Based on the internal performance evaluation tools, create a standard rating tool and rate their actual performance

03

RATE THEIR POTENTIAL

Based on their potential to grow and achieve more things being a part of the organization, rate the employees using 3A model

04

9 BOX GRID ESTABLISHMENT

The scores from the potential and performance matrix will get reflected in the 9 box matrix

05

9 BOX GRID DEPARTMENT WISE ANALYSIS

Each box in the matrix stands for a distinct thing and different measures should be utilized to nudge the performers to move to a HiPo quadrant

06

ACTION TO BE TAKEN

Knowing well in advance when the talent needs to be let go off and when to focus on career succession can be understood from the 9 box matrix

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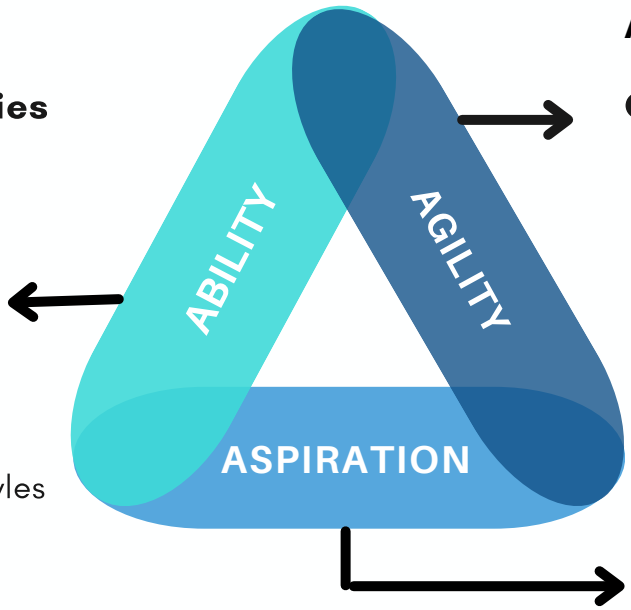
POTENTIAL IDENTIFICATION 3A MODEL

ABILITY

Required Competencies

Lookout Elements:

- Technical Skills and Competencies
- Behavioral Skills and Competencies
- Leadership Skills, Competencies, and Styles
- Cognitive Abilities
- Emotional Ability (EQ)



AGILITY

Capacity to Grow

- Positivity and Awareness
- Change Readiness/
- Flexibility
- Cognitive Ability

ASPIRATION

Willingness to grow

Lookout Elements:

- Ambition/Drive
- Engagement
- Motives and Values

HOW TO GO ABOUT MEASURING THE SAME?

01 ABILITY

- Cognitive ability tests
- Multi-rater surveys
- Interviews and day-in-the-life simulations

02 AGILITY

- Personality Inventories
- Simulations

03 ASPIRATION

- Bio Data forms
- Manager 180s
- 360 degree reviews
- Interviews

Importance of Potential

Steady source of critical talent

- Being able to recognize the high potential candidates builds an organization's competitive advantage for the future and allows ready scope of succession for the critical job roles

Attracting and retaining talent

- Post identification of the key talent, providing meaningful and dedicated growth channels to them helps in aiding employee engagement and motivation

Right talent gets right opportunity

- Recognizing the right talent and building growth trajectories creates scope for them to take leadership roles and advance in the same organization

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Brands that started their digital transformation journey with us this month

Netweb® TECHNOLOGIES

Tech Brains

LS LOGICIEL SOLUTIONS

GlobalSign® by GMO

Cheíl

Products:

Zoho People | Zoho People Plus | Zoho Payroll
Zoho CRM | Zoho Books | Zoho Recruit
Zoho Expense

STAY HERE

for social distancing.

TALK TO US

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We'll be glad to assist you with any queries!

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