Interloop®

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KNOWLEDGE LETTER



PERFORMANCE MANAGEMENT SERIES: DECODING THE 9 BOX MATRIX

INSIGHTS

When employees are put into various boxes post the evaluation of their potential and performance, each box needs to be understood carefully for deploying the right talent management strategy.

The employee attributes help us understand where to make the investments. Based on if an employee is a high, moderate, or low performer, decisions regarding building an employee's career progression plan or eradicating the roadblocks to increase their performance could be taken.

Especially when it comes to deciding if the employee should be let go, the same can be identified early and worked upon. In cases of wrong job/department allocation, the same can be corrected post identification.

KNOWLEDGE LETTER

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RESOURCES POOL TO GET YOU STARTED!

1. 9 BOX GRID: POTENTIAL & PITFALLS OF THIS PERFORMANCE ASSESSMENT TOOL

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

A few common 9-box grid pitfalls are:

- Does not evaluate the aptitude: Based on performance and potential , the employee is judged but not in the terms of having the capability of managing other employees
- Not very transparent: Not being aware of which category the individual belongs to and being treated accordingly

2. YOU'VE JUST COMPLETED THE 9-BOX TALENT GRID? NOW WHAT?

- Step 1: A Candid, constructive conversation with employees is a great way to foster trust
- Step 2: The manager and employee agree on developmental needs to improve in order to facilitate a change in the employee's career trajectory
- Step 3: Actionable developmental plans with specific tasks are created
- Step 4: Continuous monitoring and check-in between the employee and the manager to measure progress and ensure alignment.

LINKS FOR FURTHER READING

Link 1
Link 2
Link 3

3. 9 BOX TALENT REVIEW: YOUR ULTIMATE GUIDE FOR EFFECTIVE PERFORMANCE MANAGEMENT AND SUCCESSION PLANNING

Different management strategies need to be applied for employees belonging to unique quadrants. Measuring performance using a 9-box grid also gives insights as to who has the potential for leadership roles. The suggested action can be taken based on the inference from the box but also with other factors into account. A few limitations of this tool include human biasedness of the superiors, accurate measurement of the potential, and failure to look at how employees have been nurtured.

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BUZZ AROUND THE MEDIA

Reminders in the HR Space for the month

TESLA SUED BY FORMER STAFF FOR MASS LAYOFF WITHOUT 60-DAY NOTICE

Under the Worker Adjustment and Retraining Notification Act, a company is obliged to provide a 60-day notification period in case of mass layoffs. A lawsuit has been filed by the former employees from the Nevada factory against the EV maker due to no announcement of this information in prior to the concerned employees. More than 500 employees were affected because of this. **Read More Here**

MUKESH AMBANI'S DAUGHTER ISHA SET TO TAKE OVER REINS OF RELIANCE RETAIL

In another move made by Mukesh Ambani to secure his successors, his daughter Isha Ambani has been announced to take over Reliance Retail as the new chairperson. She is currently the director of Reliance Retail Ventures Limited. Isha, 30, is an alumnus of prestigious Yale University. **Read More Here**

FOUR IN 10 EMPLOYEES WANT TO RESIGN FROM CURRENT ORGANISATION POST-INCREMENT: SURVEY

The three sectors that include a majority of workers contemplating resignation are service (37%), manufacturing (31%), and IT (27%), according to data shared by Naman HR, a management-consulting firm. Gender-wise, six out of every 10 male workers opted to resign from their workplace in the coming months. Younger population is resigning due to stagnant salary growth, work-life balance, and no growth opportunities. **Read More Here**

MEESHO ANNOUNCES NEW UNLIMITED WELLNESS LEAVE POLICY

Under the Meesho MeeCARE programme, employees of the company will be eligible to get paid leave for up to 365 days in case they or their loved ones are impacted by any critical illness, which has a requirement of frequent or constant hospitalization. The policy will also be effective for those employees who want to take some time off to follow an individual passion or aim. **Read More Here**

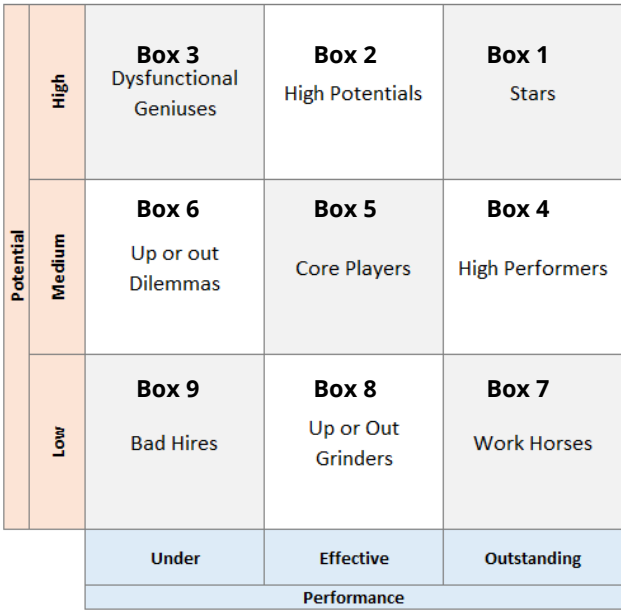
SOFTBANK APPOINTS ALEX CLAVEL AS CEO OF SOFTBANK GROUP INTERNATIONAL

SoftBank Group Corp. ("SoftBank") announced that Alex Clavel, currently Managing Partner at SoftBank Group International ("SBGI"), has been appointed as Chief Executive Officer of SBGI, effective June 30, 2022. Mr. Clavel will succeed Michel Combes, who has decided to leave SoftBank to pursue new opportunities. **Read More Here**

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Ideas that work !

9 BOX MATRIX ANALYSIS



One of the key advantages of the 9-box grid is that it makes talent investment decisions easier.
Not only this but organizations can also use the 9-box grid for succession planning. To identify the employees that will build the future of your organization, you need to understand the attributes of employees placed in distinct quadrants.

BOX 1

EMPLOYEE TRAITS

- Major focus on long-term growth strategies
- A people person connects with others in the organization and drives them towards delivering results
- Deep understanding of the business and its processes to provide value to clients

SCOPE OF MOVEMENT

- Employees are working toward taking additional responsibility and contributing to the maximum extent to the company's vision
- High agility to be adapting to novel situations

BOX 2

EMPLOYEE TRAITS

- Adaptable to change and wants to continuously grow
- Results-focused so collaborates with people from various departments
- Can formulate relations with clients and talk financials

SCOPE OF MOVEMENT

- Willing to take greater responsibilities to add value to newer opportunities
- Able to make decisions in novel situations and would prefer expanding job role

BOX 3

EMPLOYEE TRAITS

- Achieves results through the set standard practices
- Maintains relationships with employees within the department
- Provides strong client services and follows up in time

SCOPE OF MOVEMENT

- Employees are motivated to grow in their current job roles and prefer to work in stable conditions
- They are open to develop others in specialist area

BOX 4

EMPLOYEE TRAITS

- Focused on long-term growth strategy, to create opportunities and supports
- Fairly good internal networks
- Understands the business of the organization and generates opportunity

SCOPE OF MOVEMENT

- Employees are open to working towards taking on greater responsibility and having mutually beneficial opportunities for the organization
- Is comfortable in adapting to new situations

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Ideas that work !

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BOX 5

EMPLOYEE TRAITS

- Responsible for growth with opportunity to improve their strategy and vision
- Not aggressive with people management and needs to network more
- Creates connections and builds good relationships with clients

SCOPE OF MOVEMENT

- Interested in opportunities that benefit career progression
- Able to make decisions in few uncertain situations, but however, could expand job role

BOX 6

EMPLOYEE TRAITS

- Meets some business goals and drives results through established methods
- Opportunity for improvement in terms of managing relationships with other employees
- Maintains deep relationships with clients

SCOPE OF MOVEMENT

- Employees are satisfied with their current roles and less focused on leadership
- Prefers to work in safe and stable conditions

BOX 7

EMPLOYEE TRAITS

- Able to attain business goals but poor understanding of the business to be able to add value
- Credibility in the internal networks
- Maintains relationships with clients only up to optimum requirement for project closure

SCOPE OF MOVEMENT

- Employees perform highly but want to only attain expertise in the same job role
- Not very comfortable with change or novel circumstances

BOX 8

EMPLOYEE TRAITS

- Very low on business acumen
- Poor at building and managing relationships with other employees
- Struggles while creating connections with clients

SCOPE OF MOVEMENT

- Employees have a very low level of drive and passion for succeeding in the organization
- No interest in developing internal networks

BOX 9

EMPLOYEE TRAITS

- Poor understanding of business to be able to take charge
- No interest in building credibility for the people of the organization
- Unable to manage and build relationships with clients

SCOPE OF MOVEMENT

- Employees are satisfied with their current roles and do not showcase any inclination to expand roles
- They exist with not much motivation to achieve goals, content with present ways of workings

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Brands that started their digital transformation journey with us this month

Business Mantra™

Sociowash

HIPSTER

YouthBeat

India Vision Foundation™
#SaveTheNextVictim™

Metatronic

BANYAN NETFAQS

Products:

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

STAY HERE
for social distancing.

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

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