

Deloitte.

2025 Global Human Capital Trends

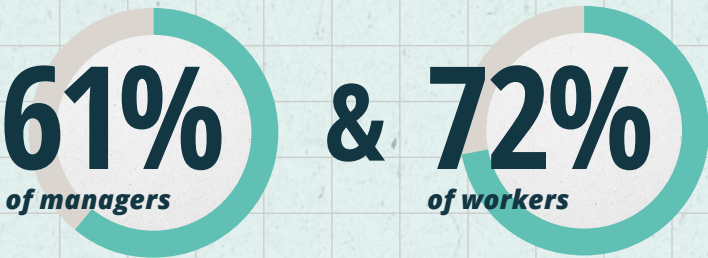
**ENGINEERING PERFORMANCE
IN THE FLOW OF WORK**

IN
BRIEF

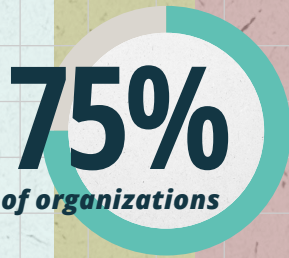
We expect too much from performance management, and as a result it often falls short. In reality, one process cannot deliver the full combination of elements required to drive human and business outcomes. And if continually reinventing the process won't solve the problem, we need to move to a broader, more long-term effort to engineer performance in the flow of everyday work.

Why doesn't performance management work?

PANNED PERFORMANCE



could not say they trust their organization's performance management process



doubt their ability to accurately assess the value created by workers



report their managers are very or extremely effective at enabling performance on their teams

CRITICAL ACCLAIM

Organizations that are very / extremely effective at enabling performance are **twice** as likely to report positive financial results.

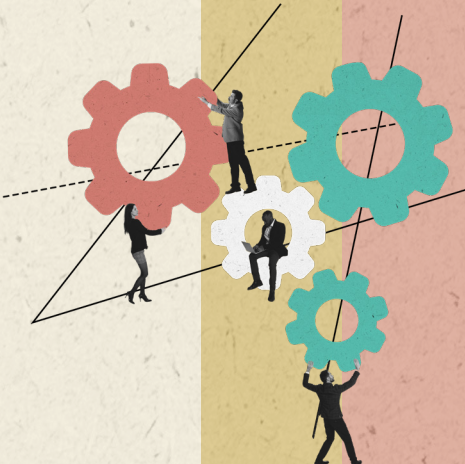


Engineering performance bolsters business and human outcomes.

LIVING THE TREND



Redesign PM with a clear purpose and scope to drive trust and fairness



Create a human performance culture and improve manager / people connections



Use technology and data to support how work gets done

Go beyond performance management to engineer human performance in the flow of work.

CREATE MORE VALUE FOR YOUR PEOPLE AND ORGANIZATION



Read the 2025 Global Human Capital Trends report

