

The performance management advantage

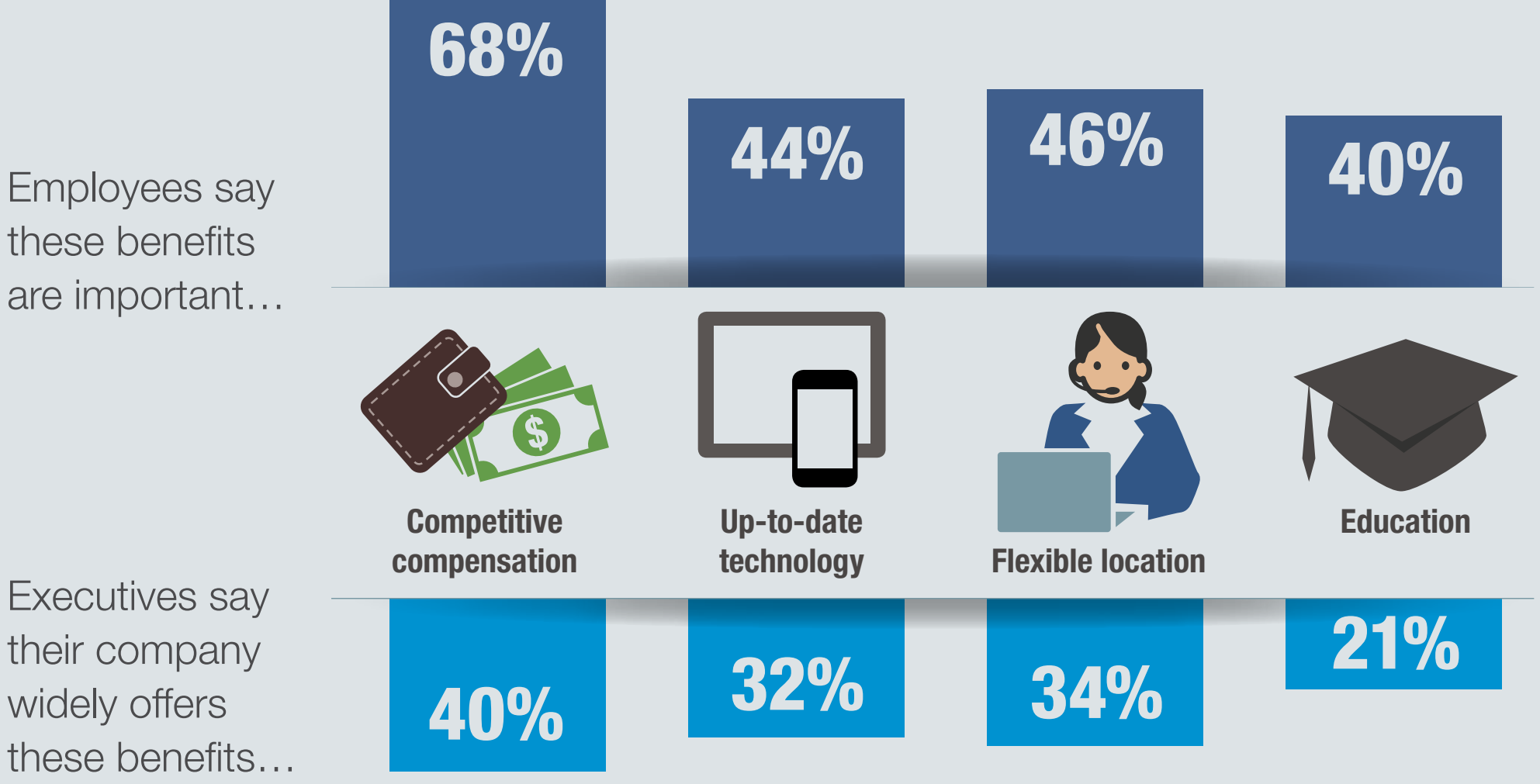


Oxford Economics recently surveyed nearly 1,000 executives and employees from financial services companies. Our research shows that most of these firms have far to go when setting the performance-management strategies necessary to meet business goals and boost employee engagement and satisfaction.

EXECUTIVES KNOW THEY COULD DO MORE TO ENGAGE AND DEVELOP TALENT...



...WHILE EMPLOYEES AGREE THAT MORE NEEDS TO BE DONE.



MANAGING AND DEVELOPING TALENT WILL BE MORE CHALLENGING AS THE RISE OF NON-PAYROLL WORKERS RESHAPES THE FINANCIAL SERVICES WORKFORCE.



ADDRESSING EMPLOYEE JOB INSECURITY IS A MAJOR OPPORTUNITY.



TO OVERCOME TALENT ISSUES, COMPANIES MUST...

- **Use data and metrics** to better understand worker wants and needs.
- **Actively encourage further training**, leadership development, and collaboration across teams.
- **Make workforce strategies consistent** with business goals—and offer incentives for managers to act on them.