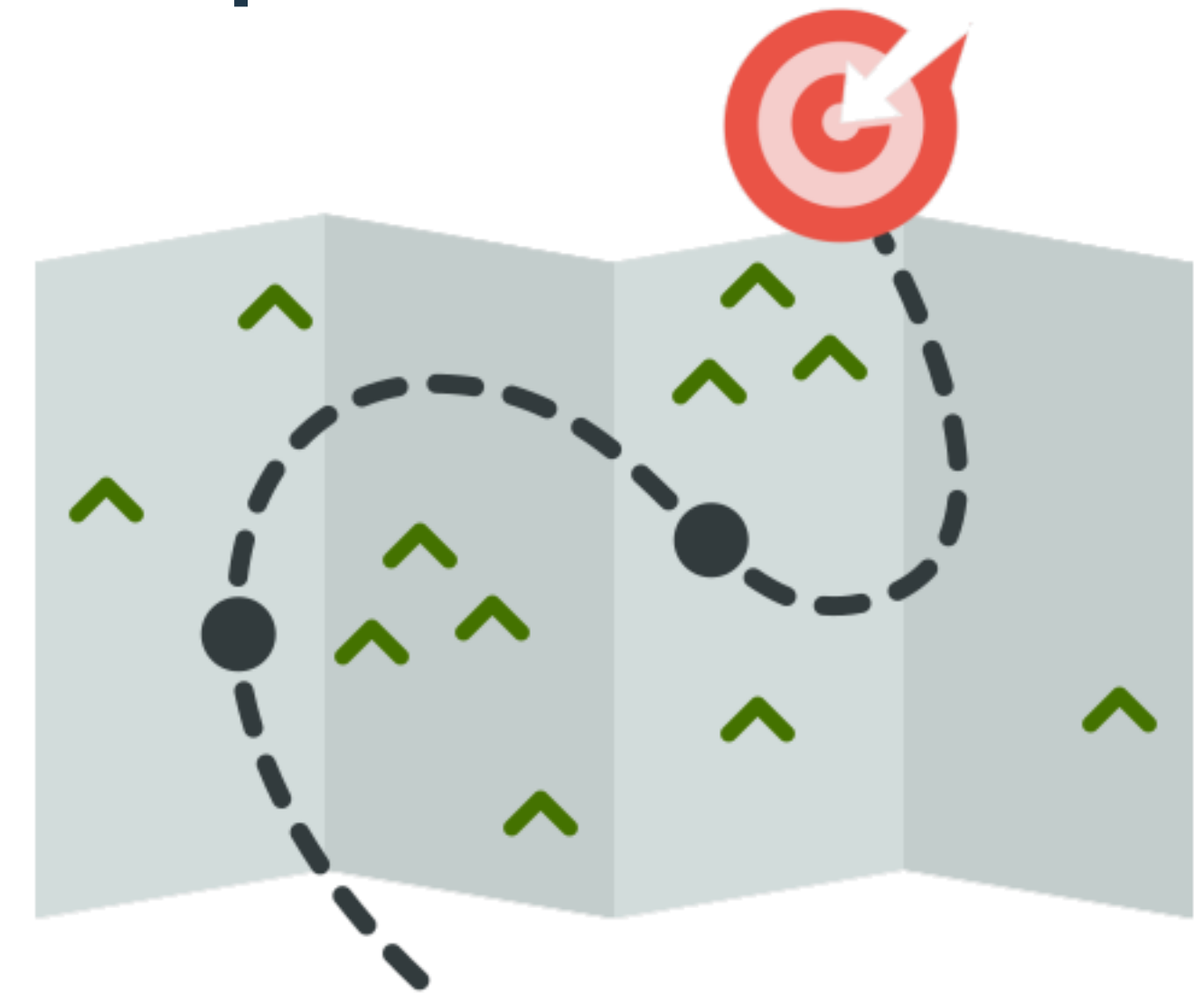


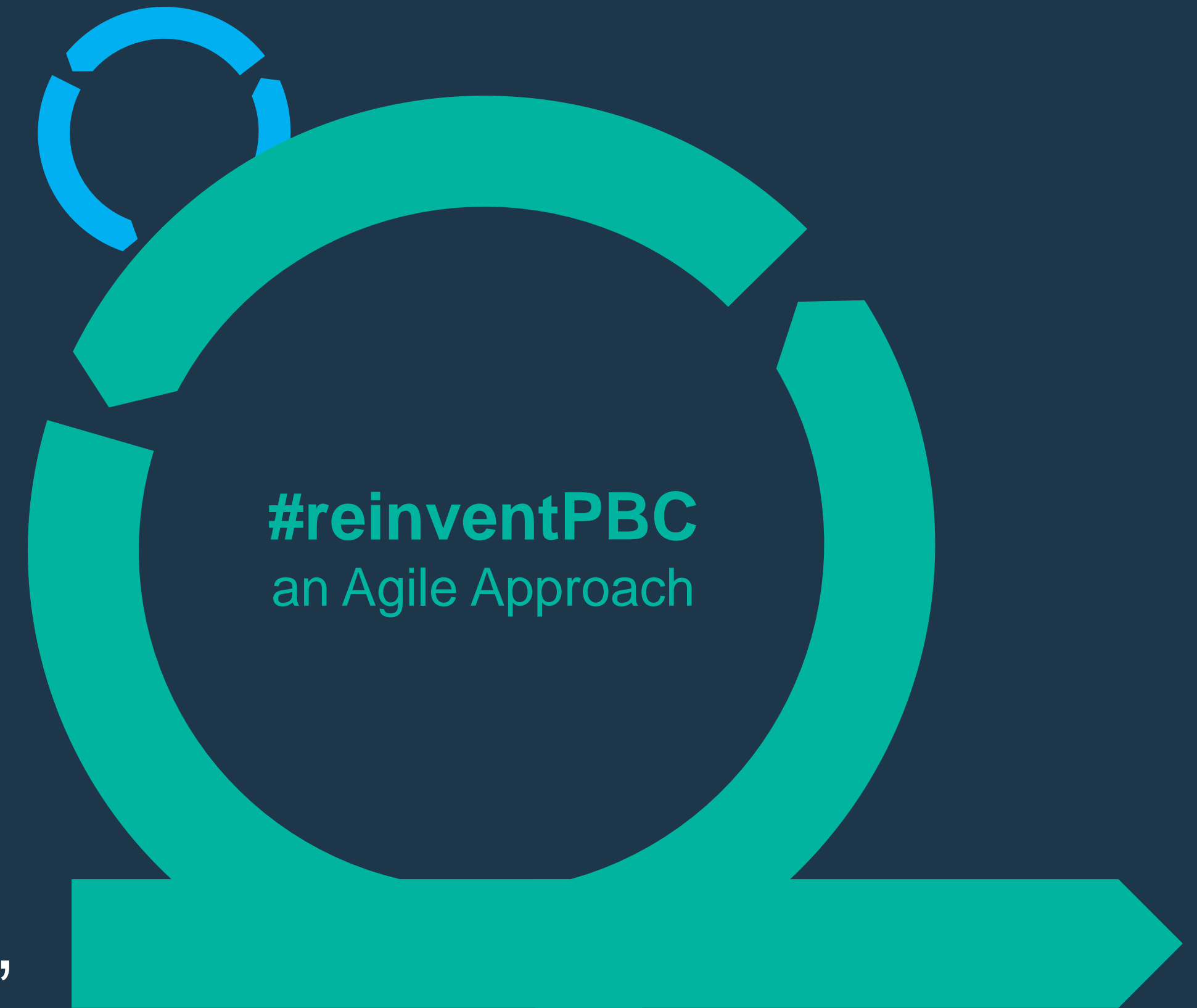
IBM's journey co-creating a new performance management approach

From
#reinventPBC
to Checkpoint



Checkpoint



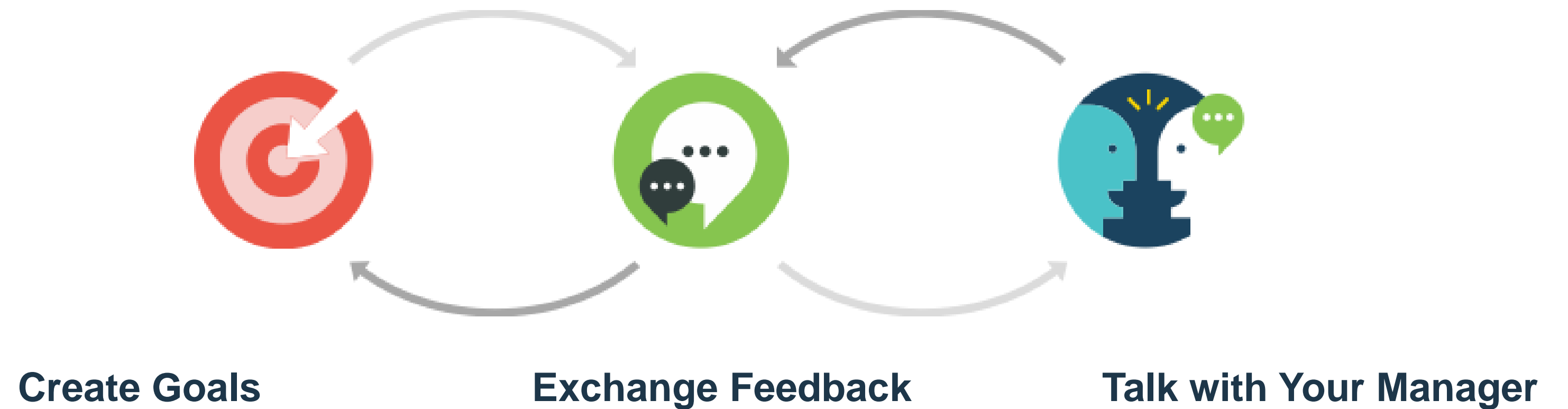


In less than four months,
agile methodology, expertise, and technology
deliver a uniquely IBM global performance
management program inspired and designed
by IBMers

Goodbye PBC, Hello Checkpoint

The new approach to managing performance that puts IBMers in control.

How Checkpoint Works



Alignment happens during checkpoints all year long. Managers and employees close out at year end with a final checkpoint, with **exceed**, **achieve**, or **expect more** against each of five dimensions.

IBMers will be assessed on **five dimensions**



Business Results



Client Success



Innovation

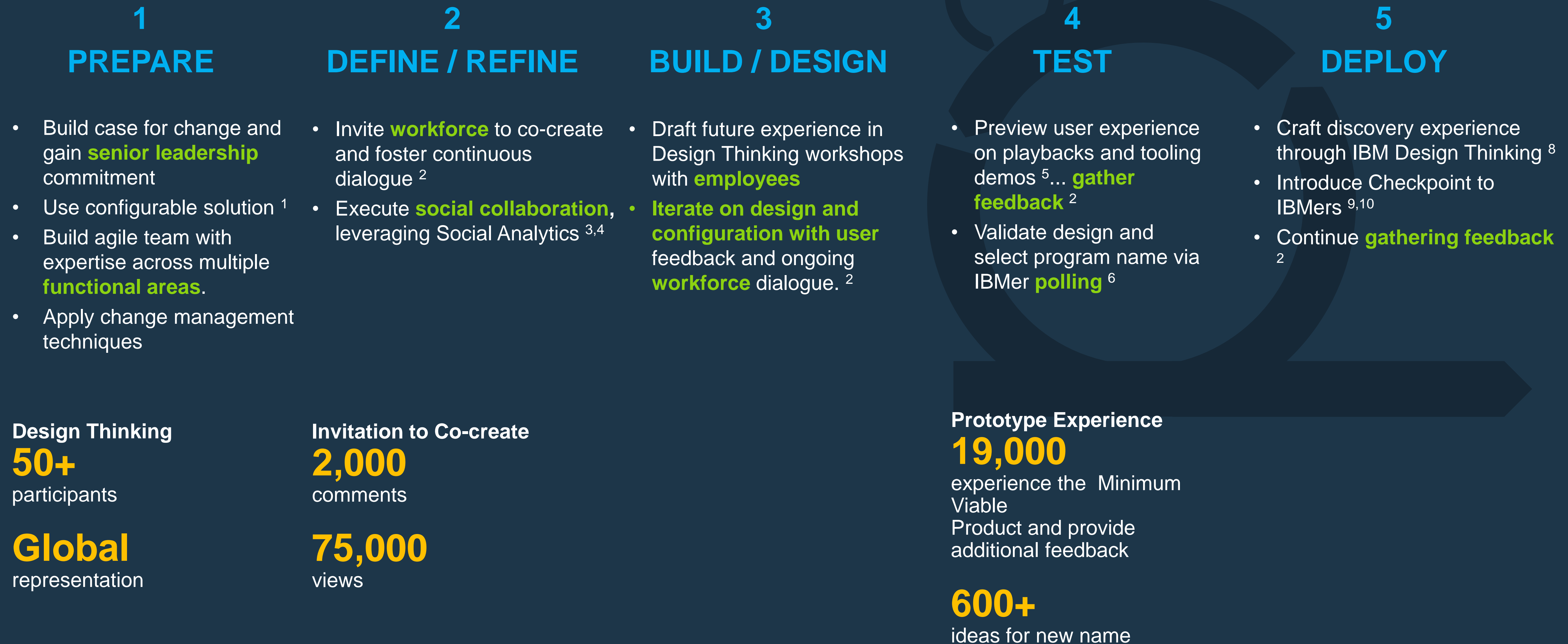


Responsibility to Others



Skills

The Journey



2016 Summary of Changes

PAST

annual goals



single element assessment



one or two ritualized meetings on
performance annually



documenting results annually



Team Based Decision Making
and distribution guidelines



FUTURE

prioritized shorter-term goals

multiple performance ratings

practice of continuous feedback

updating milestones and
achievements regularly

managers are empowered and
accountable