

Section I: Introduction & Timeline

About NinerTalent STAKES

Our program NinerTalent S.T.A.K.E.S - **S**ucceeding through **T**eamwork, **A**ctive Feedback, **K**nowledge transfer, **E**ngagement, and **S**upport – was developed to effectively implement the [SHRA Performance Appraisal Policy](#), which was revised in April 2016. The program provides tools and resources to help set meaningful performance goals, promote more ongoing, two-way communication regarding these goals, and evaluate performance fairly and consistently across organizational units.



Highlights of the Program

- It is future-focused to foster strategic thinking, planning, and achievement.
- It features a contemporary design including both individual and institutional goals.
- It is designed to clearly align and connect employees with UNCC's Strategic Plan.
- It includes regular performance and talent conversations to promote engagement and retention of the best and brightest.

What will this Performance Guide cover?

- Detailed timelines of the cycle
- An overview of NinerTalent STAKES Performance Processes
- Instructions on how to use the NinerTalent (HRMS) Performance module
- Information on calibration sessions
- Helpful tips for avoiding rater bias
- How to assign a final rating/score
- How to discuss Institutional Goals
- How to define Individual Goals
- How to create a Career Development Plan
- How to write a performance review narrative
- Guidance for effective talent conversations
- Suggestions for forward thinking and planning
- Links to support services and other resources

NinerTalent STAKES performance management is the starting point to continuous engagement, performance, development, and retention of our employees. It is a process - not an event.
