Managers Toolbox

Performance Management: What you need to know

Emory recently announced some important changes to the Performance Management Process. Here are some key points you need to be aware of:

- **A new system is coming soon!** Instead of using PeopleSoft for performance evaluations, we will be transitioning to a new system, Bullseye, later this spring. The new system will be much easier to use, with fewer steps required to complete a review, simpler navigation, and more advanced tools. All managers who supervise staff will use this new system for FY23 performance reviews. If you want to start early on the mid-year reviews, you can use a **paper form** until the system is available.

- **Changes to the Competencies.** To better align with Emory’s values, a new competency for **Diversity, Equity and Inclusion (DEI)** has been added. Additionally, some other competencies have also been updated. You can view them [here](#).

- **DEI Competency Rating.** Because the DEI competency is new, a rating will not be required for non-managers or managers in FY23; only written feedback will be expected. For leaders (those at the director level and above), a rating and written feedback will be required. In FY24, everyone will receive a rating and written feedback.

- **Upcoming DEI Competency Training Sessions.** To better prepare everyone (both managers and staff) for the changes to the competencies, we are offering some upcoming training sessions. These sessions will also be announced in HR’s **News You Can Use** on January 30. Please encourage your staff members to attend. A session will also be recorded and posted for those who are not able to attend.

**February 6, 2023**
2:00 pm
Via Zoom
Open to all managers and all staff

**February 21, 2023**
10:00 am
Via Zoom
Open to all managers and all staff

[Register]