DESCRIPTION
The purpose of Performance Development Reviews (PDR) is to facilitate meaningful career development conversations between staff and their leaders at Humber River Health (HRH). These new PDRs encourage staff to reflect on their alignment with HRH’s core competencies and establish professional growth goals. Feedback from both leaders and staff revealed that the old approach, previously known as Performance Appraisals, was overly retrospective and cumbersome in nature. Recognizing the need for improved focus on professional development and convenience in documentation, the process underwent an essential update.

OBJECTIVE
To redesign Performance Development Reviews to enhance staff career development.

ACTIONS TAKEN
The Organizational Development (OD) team, with support of senior management, revamped the review process, shifting the focus to employee growth instead of appraisal of past work. Streamlining the documentation process through integration into our designated rounding software.

Enhancements Made to the Program:
1. Simplifying the PDR process: by going from 7 steps to 3.
2. Updating the review template to incorporate HRH’s values and eliminate redundancy in core behaviours.
3. Identifying and implementing documentation efficiencies.

SUMMARY OF RESULTS
- As of October 2, 2023, 2,800+ PDRs completed.
- Feedback from leaders has been highly favourable, citing improved ease of documentation within the rounding software.
- Counting PDRs as a monthly round reduced repetition and improved leader workload.
- Regular communication and support from the OD team provided greater awareness of the importance of reviews, reconnecting to the "why".
- Circulation of progress reports to all leaders highlighted teams in need of additional support, ensuring organizational wide compliance.

LESSONS LEARNED
The updated PDR supports management in cultivating staff career development prospectively rather than focusing on past experiences.