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May 2016 Newsletter

Is It Time to Dump Performance Reviews?

Trend: Moving Away From Traditional Reviews

Last September, global management consulting firm Accenture PLC announced that it was ending traditional annual reviews. The company said in an August 2015 statement that it would begin a "new approach" that will "enable employees to receive timely feedback from their managers, on an ongoing basis, throughout the year." In making the change, Accenture joined other large firms that made similar moves; including accounting firm Deloitte, technology company Microsoft Corp. and Netflix.

However, informal reviews that aren't uniform have the potential to become highly individualized, which could lead to more claims of inequality and bias, such as in compensation or promotions. It's difficult to speculate whether companies will have an easier or more difficult time using less formal documents, records of conversations and data points to defend against or disprove allegations of unlawful discrimination.



The YAHOO! Case

The lawsuit against Yahoo was filed February 1, 2016 by Gregory Anderson, and alleges, among other things, that he and about 600 others at Yahoo were unfairly fired in 2014 after managers retooled a numerical ranking system to downgrade their performance. The complaint alleges: "The employees were never told their actual metric numeric ranking or how it had been determined." The quarterly performance rating process "therefore permitted and encouraged discrimination based on gender and any other personal bias held by management."

[Read on to learn how and why to keep performance evaluations.](#)

[Contact Me](#) with any additional questions.

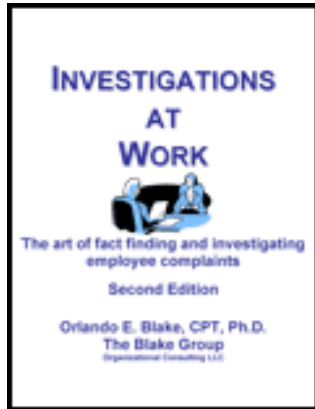
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Assessment

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For any questions related to your business, please contact me. I would be happy to learn more about your organization.

Sincerely,

Orlando E. Blake, PhD, CPT

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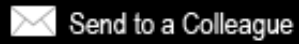
"Dr. Blake has a wonderful sense of humor which he uses to create relationship, generate trust and suggest perspective. He has great skill at the consultative approach... Dr. Blake is an outstanding accomplishment coach"
Nancy Adamson, Right Management Consultants

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