

When an employee is not performing in their role to an adequate level to perform the functions of their job, a Performance Improvement Plan creates an opportunity for the employee to get back on track.

Objective of a PIP

- Define role expectations
- Identify reasons for underperformance
- Create a list of objectives to be completed by employee
- Clarify expectations and performance level needed in order to fulfill role obligations
- Address any issues that could be negatively affecting the employee in the workplace
- Provide resources, training and support for the employee to be successful

PIP template

EMPLOYEE NAME will follow the performance improvement plan for 2 weeks to show that they're capable of the responsibilities for the role of **JOB TITLE**.

- **MANAGER** will set clear guidelines for what they want **EMPLOYEE NAME** to have accomplished within the next 2 weeks.
- Performance will be reassessed on **DATE**.

Results needed to pass the PIP

Show reliable proficiency in these responsibilities and tasks by the end of the 2-week period, as they are a central part of your role duties and must be able to be completed without supervision on a regular basis.

1. Example: Respond to all compliance requests, action, and complete within 12 hours of notice.

Expectations

Customize this list as needed.

- Attend the 15 minute 1:1 stand up each morning with your manager and set daily objectives.
- Communication:
 - Ask questions to the project lead if you are unsure on something. Communicate progress or roadblocks you encounter.
 - Messages from your manager are answered within 1 hour (during working hours).
 - Messages from team members about projects are answered within 3 hours (during working hours).

Mini Pip Examples

Christian G. Meyer



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