

METHODOLOGY OF RESULTS MANAGEMENT AS AN INSTRUMENT FOR IMPLEMENTING THE STRATEGY OF ORGANIZATION

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The ability of management to realize business goals determines today the successful development of the organization and is directly related to effective management. Performance management is a process of managing a strategy, transforming plans into action, into results. Effectiveness management creates a working atmosphere in which managers and organization staff are truly interested in delivering results. The key to the strategy is how the organization will be able to achieve its goals, as well as understanding the issues it faced. Just a performance management methodology answers the question.

Effectiveness management makes it clear that there is no single center around which less prominent capital work programs, management methodologies or core processes would turn around. This methodology works in the direction of improving the balance between plans and results, constantly checking the direction of movement, the power and speed of the organization. Performance management involves creating powerful combinations by combining software, such as business analysts, with core operating processes. These processes are reinforced by such mechanisms as the system of economical production and the concept of “six sigma” that allows you to prioritize and align the activities of the organization with the corporate strategy.

We share the views of scientists on the role and significance of performance management in the system of strategic management, and we believe that the result of the functioning of the performance management system is a synergistic effect – the implementation of the organization’s strategy.

The methodology of performance management increases the predictability of results, clarifies the link between strategic, operational and financial goals, making them understandable for managers and teams of employees, enabling them to act. This methodology makes it possible to quantify the effectiveness of cost planning through key performance indicators derived from strategic maps and balanced metrics. Knowing these strategic goals and their relative importance, managers and teams of employees should choose appropriate tools from the entire set of performance management.

The performance management system as a technology for providing a productive strategy is dynamic and consists of three main elements that are periodically repeated: focusing, feedback and collaboration. Effectiveness management gives managers and team members the ability to act proactively.

Effectiveness management really transforms the strategy into action for everyone. Cooperation in this sense takes the form of collective dialogue. Performance management is not a control; it is a constant incentive for people to improve.

The proven benefits of the performance management methodology are the integration planning process, resource allocation and budgeting, which is based on a balanced system of indicators.

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