

MID-YEAR REVIEW

Coming Mid July!

Dear all

Last year we successfully launched *Splash Perform* and are pleased to say we have made further enhancements since to ensure the mid-year activity is as user friendly as possible.

In order to clarify the process, here are some frequently asked Q&A's:

1. When will the window be open from and to?

The Mid-Year review window is from 1st July until end September. Having said this and given the summer break, it is good to know that many Line Managers have already started planning these one-to-one meetings.

2. Why are mid-year reviews important?

Having a continuous conversation with our line manager about how we are doing is important to not current but also future success. In addition, with increased remote working we know it is even more important to maintain social bonds.

We therefore believe the mid-year review is an important formal touch point for this discussion and underpins our commitment to continuous learning and development and connectivity with each other.

3. As well as review Objectives, do I need to do another Performance Review?

It is always good to have a general discussion about performance. We have really simplified the process. Remember, its only 4 questions and there is no need to go into too much detail mid year – think of it as a check in.

4. How do I access the current review?

Please see VIDEO to show you how and see the updates.

[English](#) – [French](#)- [Chinese](#)

If you have any questions regarding the mid-year review of future functionality of Splash, please talk to your line manager or local HR business partner.

Regards

Global HR Team