Group Performance and Development Review

Guidance

Working at AAU must be meaningful for everyone and we must have the opportunity to develop our personal and professional potential. This means that everyone must have the opportunity to continue to develop, and to contribute to the organisation's ambitions and development, regardless of experience. This is the starting point for the AAU material on the staff performance and development review.

The annual group performance and development review is a supplement to the individual staff performance and development review. The review is an opportunity for dialogue and reflection between manager and staff group on the staff members' well-being, motivation, competencies and development.

A group performance and development review is about:

- The group mastering tasks and contributing to AAU's core task
- The group experiencing meaning in tasks and working based on AAU's strategies and visions
- The group experiencing cohesion and collaborating on tasks
- The group recognizing, valuing and respecting each other as professionals and as human beings
The group performance and development review is an opportunity to take stock and look beyond day-to-day operations and create a foundation for joint learning and development. At the same time, we focus on the connection between the group’s task completion and development and AAU’s visions and strategies. The goal is to strengthen the group as a stronger learning community.

The AAU group performance and development review concept is built around Tønnesvang’s medarbejdervitaliserende samtale [staff vitalising dialogue] with a focus on the individual as a whole and their motivation for developing their competencies, potential and well-being (Tønnesvang, Schou and Hansen, 2020). The ‘staff vitalising dialogue’ is built around four basic psychological needs that are relevant for all people: that you feel you master your tasks, that you can see meaning and direction in your tasks, that you experience belonging and collaborating with others, and finally that you feel acknowledged with the opportunity to use your potential.

Here is an overview of your tasks and responsibilities in the processes for conducting the staff performance and development review both as manager and staff member. If you want clarification on the staff performance and development review concept, you can find help in documents on the website.

Enjoy!
Group Performance and Development Review

Materials

Preparation Sheet

Dialogue Guide

Summary Sheet

Process Guide for groups of up to 7 people

Process Guide for groups of 8 and 18 people