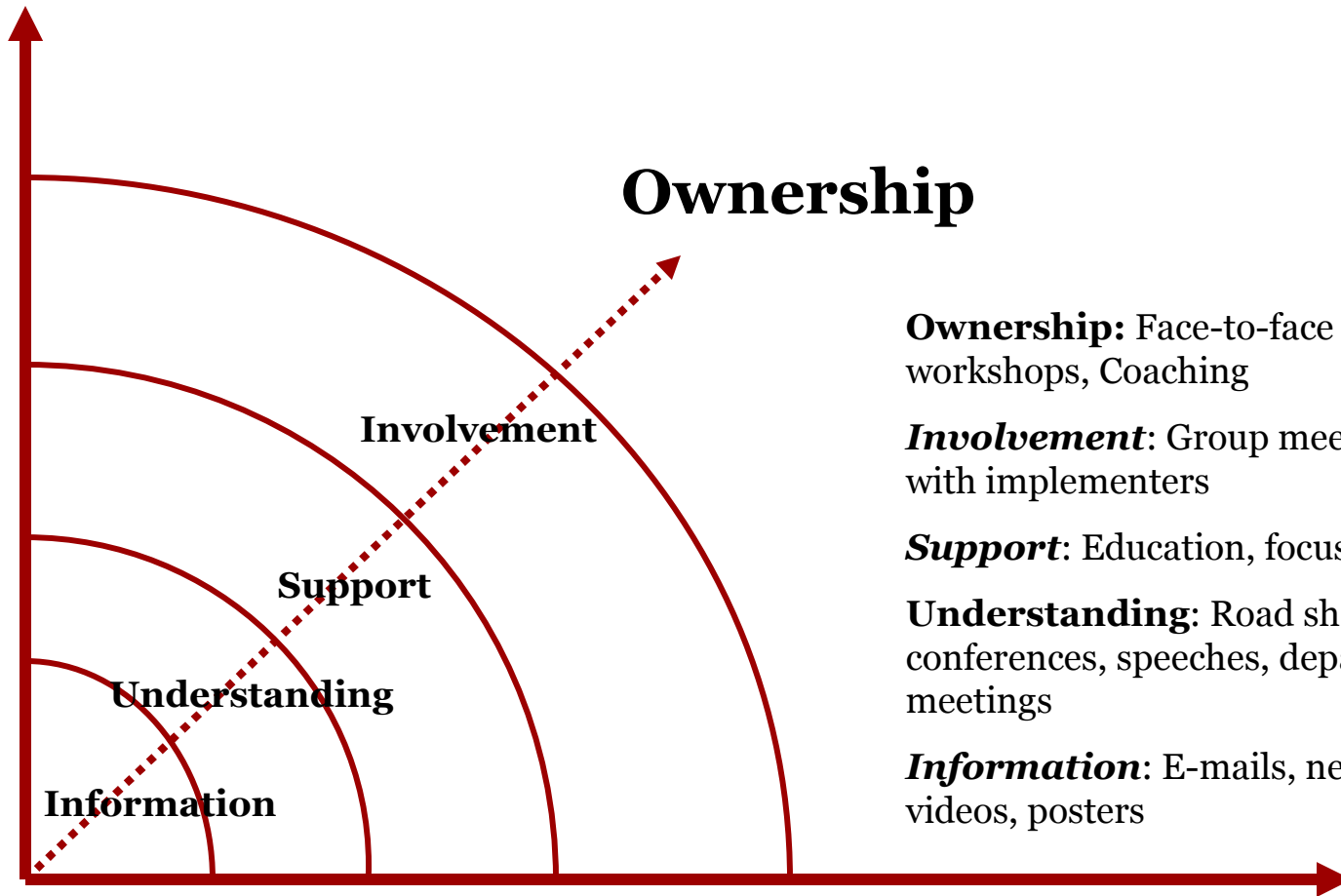


Strategy Map and Appraisal Interviews

Case: The Heritage Agency of Denmark



Communication of Strategy



Ownership: Face-to-face meetings, workshops, Coaching

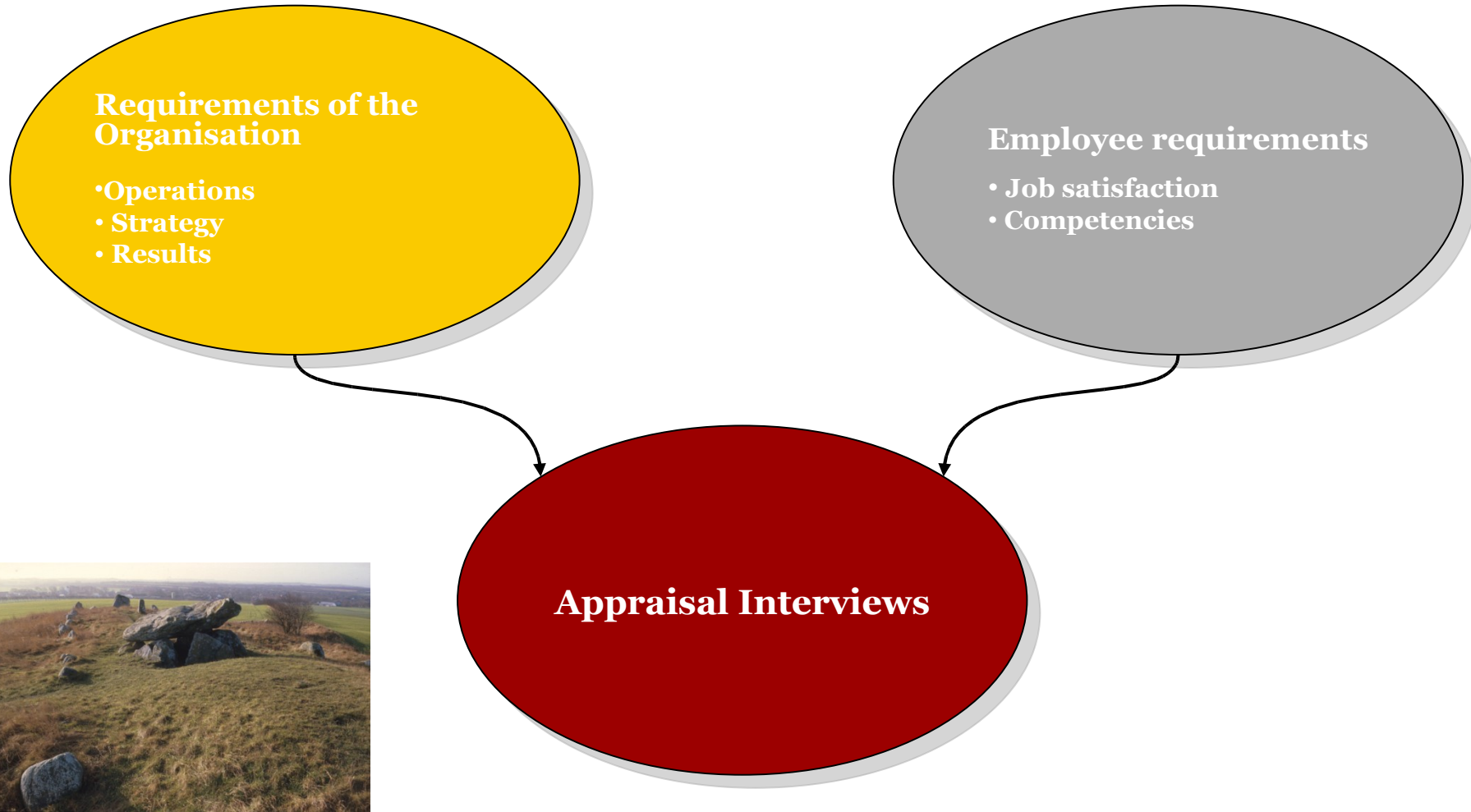
Involvement: Group meetings, planning with implementers

Support: Education, focus groups

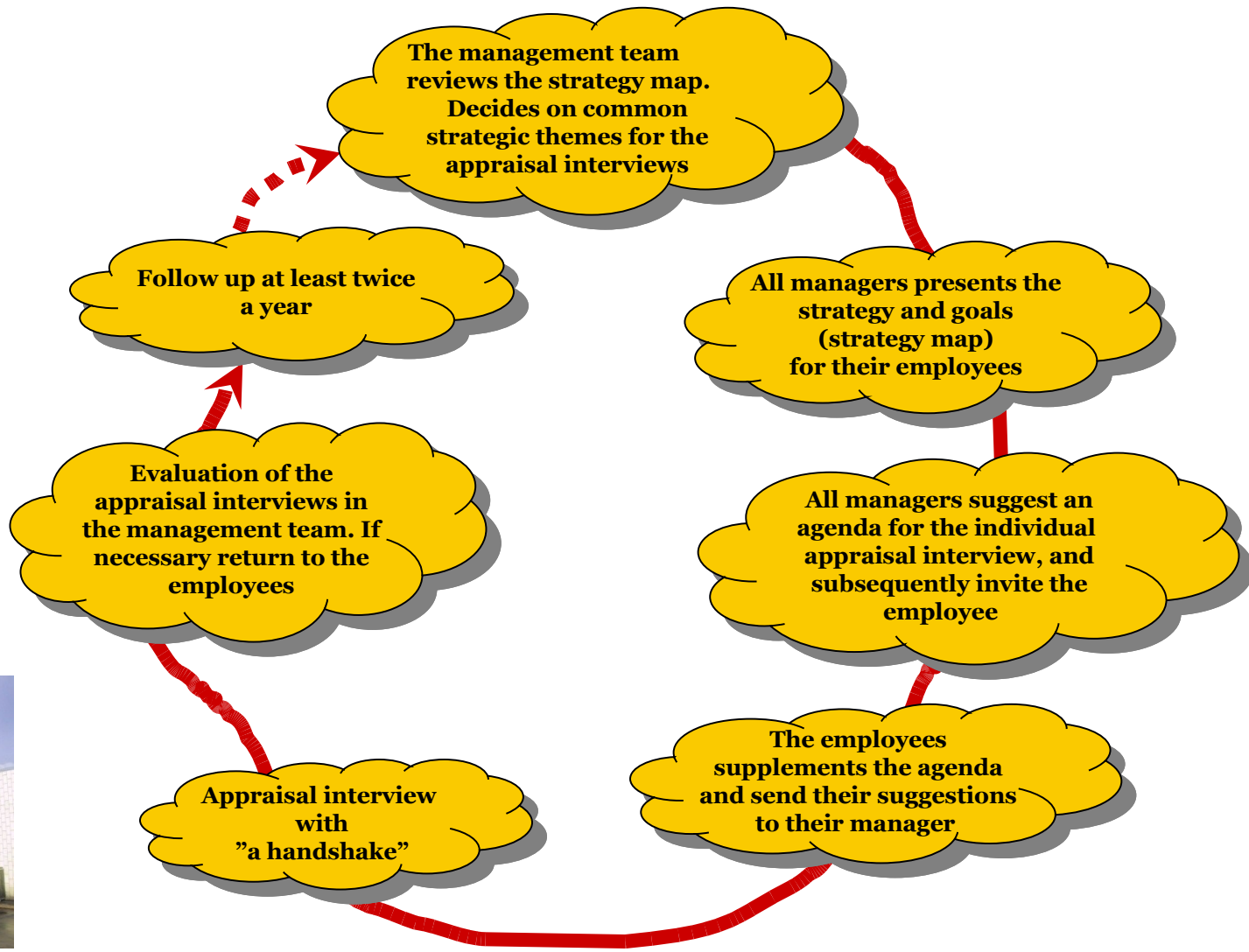
Understanding: Road shows, conferences, speeches, department meetings

Information: E-mails, newsletters, videos, posters

Basic Concept



The Course of Appraisal Interviews



STRATEGY

Political / social perspective

Stakeholder perspective

Process perspective

Employee perspective



My contribution to strategy and objectives

Employee:
Manager:

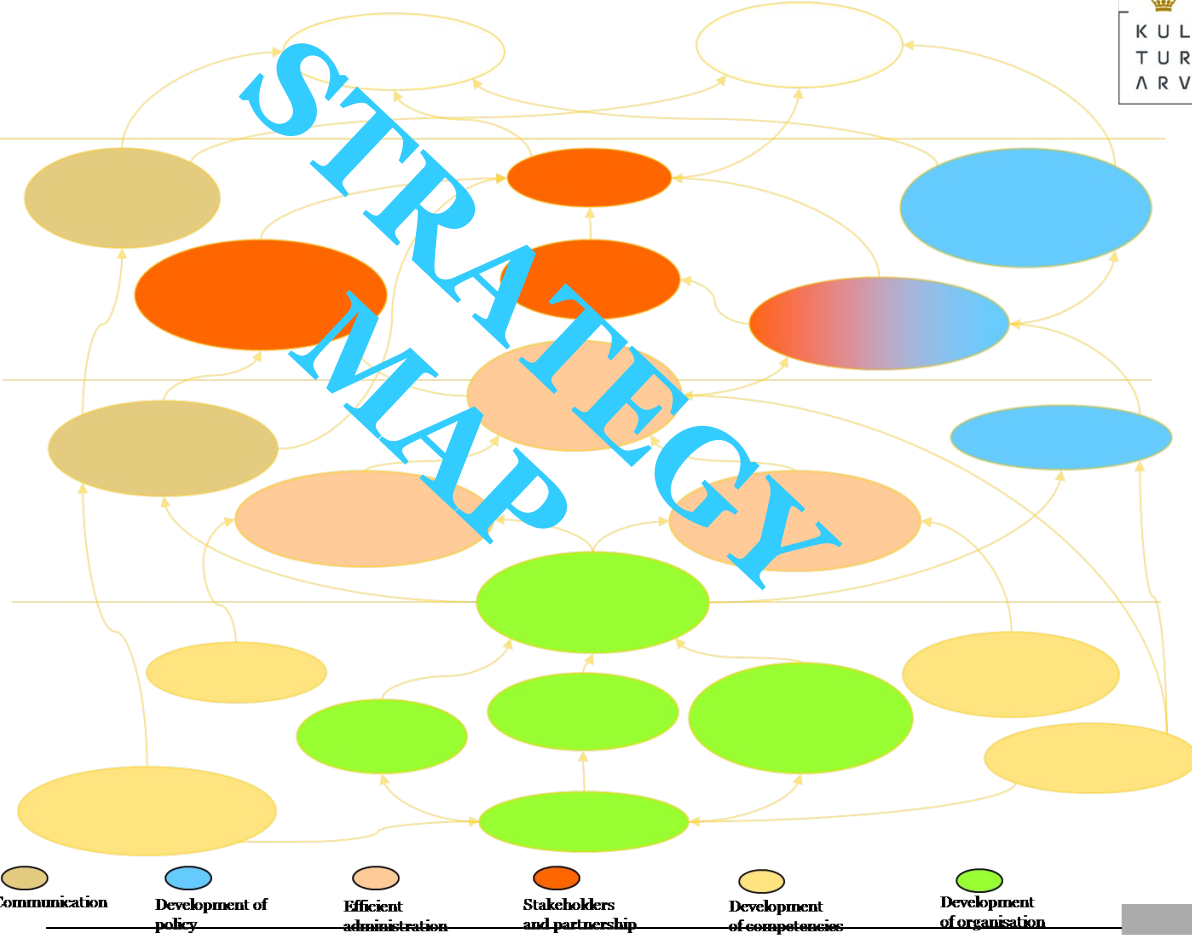
Date for appraisal interview:
Date for follow-up dialogue:

How can I contribute?

How can The Heritage Agency of Denmark support me?



STRATEGY



Other agreements:

Example :contribution to strategy and objectives

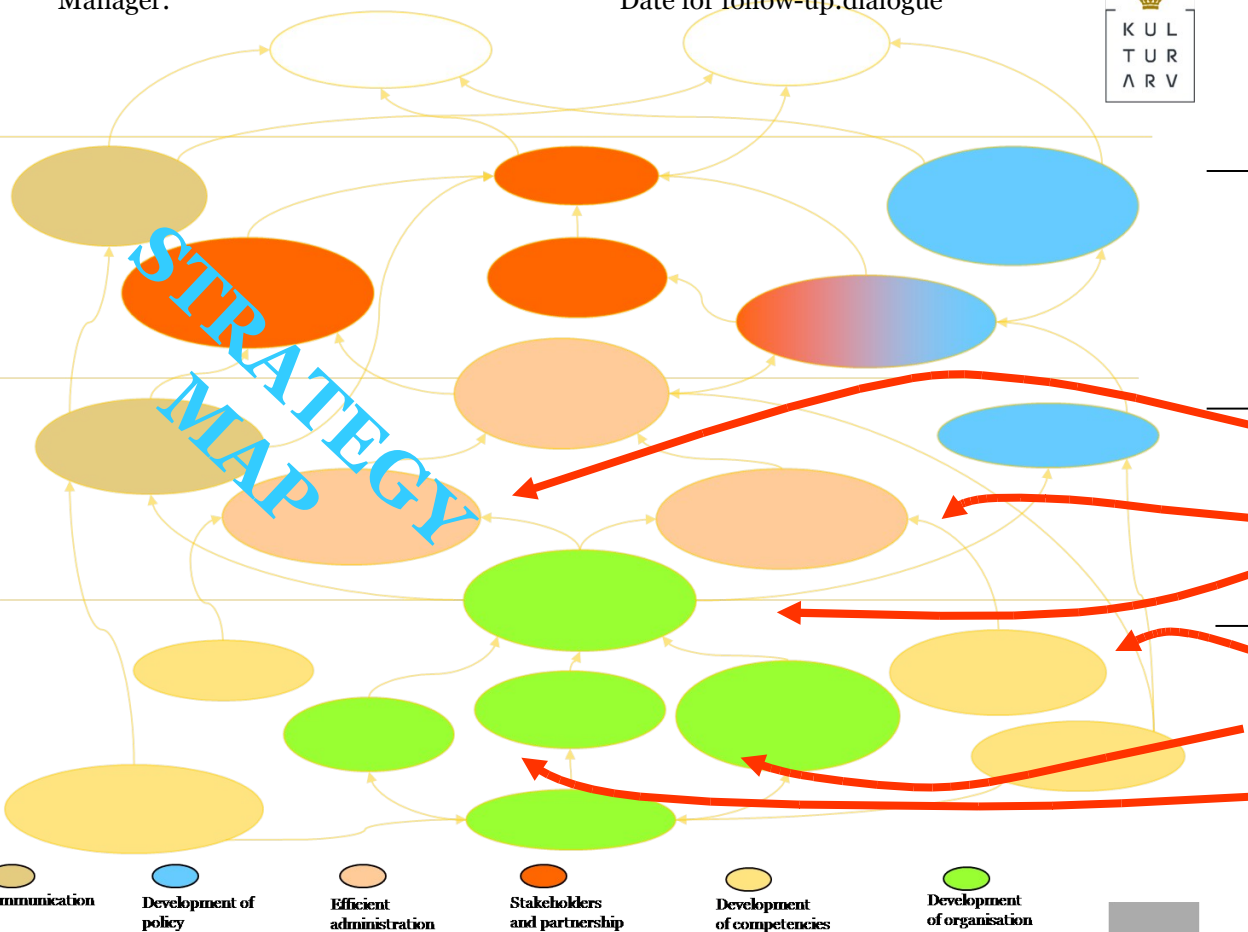
Employee:
Manager:

Date for appraisal interview:
Date for follow-up:dialogue



How can I contribute?

How can The Heritage Agency of Denmark support me?



- I want to be a super-user of ESDH
- I participate in the project regarding development of work flow for ...
- I make use of my network in The Association of ... in order for The Heritage Agency of Denmark to gain knowledge of ...
- I practise my administrative skills in my casework
- Next year I might like a term at department X
- I act on my own initiative when handling the interface between the two projects, I am involved in ...

- Course in ScanJour. Before summer
- Get support for general assignments during the weeks 18-21
- Course in Administrative Law at The Danish School of Administration, 2nd term
- The head of department checks out the possibilities with the head of department X
- The two project managers find time to hold two joint project meetings

Other agreements:

- I would like a better work / life balance
- I would like to test myself in the role of project manager

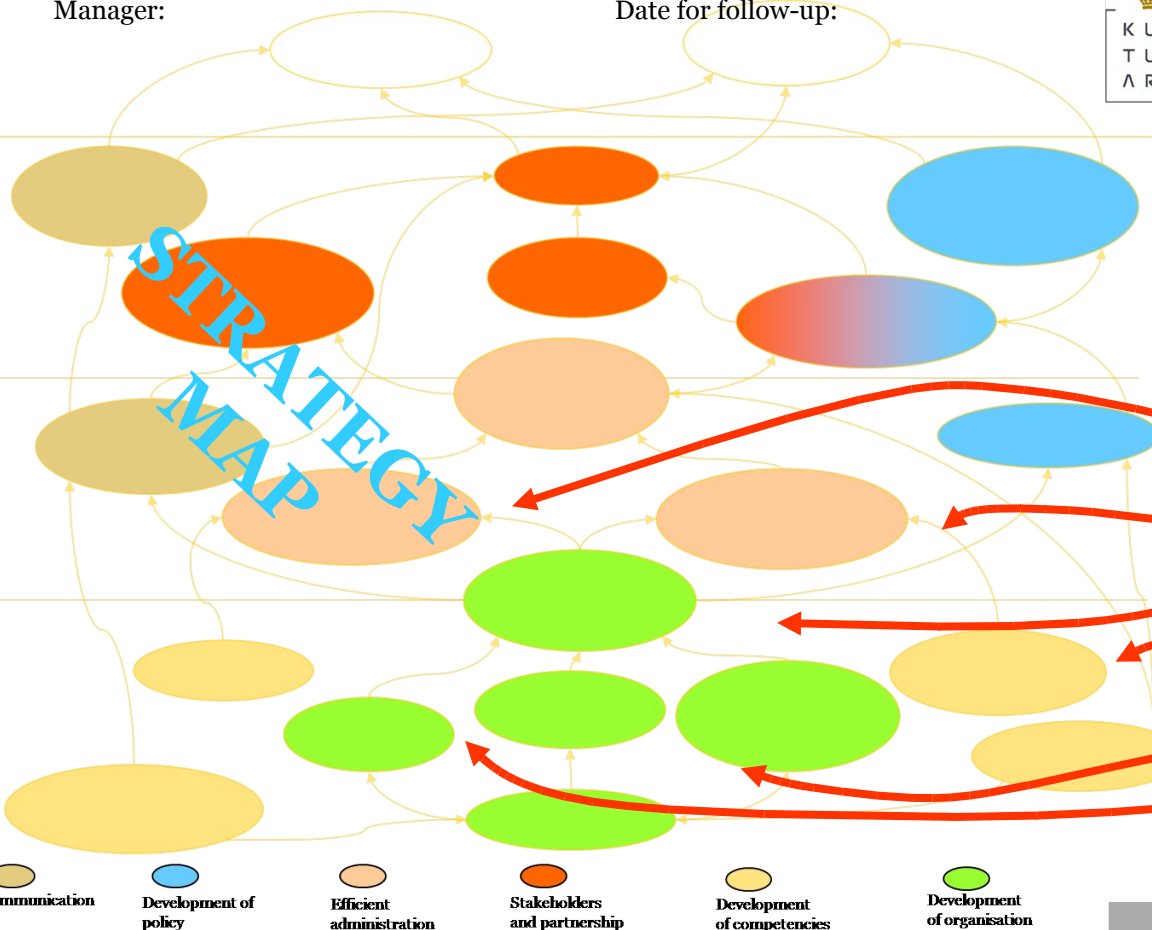
- I would like to improve my personal planning and make it more efficient
- I want to take the responsibility for managing a project within my subject area

- Make home workplace available in May
- Better recognition of the mutual priority of the assignments. Now
- Participate in seminar for project managers. March
- Allocation of project. 2nd half of the year

Follow-up – example and filling out

Employee:
Manager:

Date for appraisal interview:
Date for follow-up:



How can I contribute?

How can The Heritage Agency of Denmark support me?

- I want to be a super-user of ESDH
- I participate in the project regarding development of work flow for ...
- I make use of my network in The Association of ... in order for The Heritage Agency of Denmark to gain knowledge of ...
- I practise my administrative skills in my casework
- Next year I might like a term at department X
- I act on my own initiative when handling the interface between the two projects, I am involved in ...

- Course in ScanJour. Before summer
- Get support for general assignments during the weeks 18-21
- Course in Administrative Law at The Danish School of Administration, 2nd term
- The head of department checks out the possibilities with the head of department X
- The two project managers find time to hold two joint project meetings

Other agreements:

- I would like a better work / life balance
- I would like to test myself in the role of project manager

- I would like to improve my personal planning and make it more efficient
- I want to take the responsibility for managing a project within my subject area

- Make home workplace available. May
- Better recognition of the mutual priority of the assignments. Now
- Participate in seminar for project managers. March
- Allocation of project. 2nd half of the year

Are You Ready?

- **Do you understand the vision?**
- **What do you do in the space between kick off and the first specific actions?**
- **Has there been said goodbye?**
- **What is your first step?**
- **How do you shoot the first bandit?**