Your performance reviews promote people… do they promote trees too?

For those who have already embraced automating your talent management processes, kudos to you! Not only are you promoting your people and increasing efficiency, you are also pulling for trees and sustaining the environment.

By automating your performance review processes, you are providing a positive example to your employees by staying ahead of the curve and proactively protecting the environment. Let's take a look the impact you are making:

The typical performance review has 4-6 pages and is conducted annually. If you are printing, at a minimum, one copy for yourself and one for your manager, you are using 8 pages of paper per employee. More often that not, changes to the appraisal are made during the review, which constitutes reprinting final copies for signoff and submission to HR. You are then looking at 16 pages of paper an employee. If you simply automate this one talent management function, forget 360s and succession planning and the like, you are saving one 40 ft. tall tree per year, for an organization of 521 employees. For some of our TalentQuest clients, organizations with 40,000 employees, that equates to 76 trees saved per year!

For those of you whose organizations require hand signatures for Human Resources, there are creative alternatives to reducing your paper print:

- Configure your performance report so only one page of the report is required for HR (ie. the first page with signatures and an overall score summary)
- Page break removals- Elect to eliminate page breaks and choose the sections of the report that are relevant to your particular team/position or functional area.
- Review the performance appraisal together gathered around a computer. Print one copy for signatures, *after* you have made any final changes together on the computer prior to printing.

Fun fact: One tree produces about 16.67 reams of paper or about 8,335 sheets of standard business paper. One ream (500 sheets) uses about 6% of a standard "paper" tree.