



PERFORMANCE MANAGEMENT NEWS

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New Performance Management System Goes Live April 3rd

Our new Performance Management System, RivCo Talent Performance, is going live in your Department on April 3rd! RivCo Talent's Performance is a great new tool for all Riverside County employees and managers to assist with managing performance, professional development, individual and team goals, and is fully integrated with our current Learning Management System and learning library. Read below for information on the new system, as well as how to register for upcoming trainings and demos on the new system!



UPDATES

The new RivCo Talent system will be a great resource for you to track your performance and development goals, create a development plan with learning and development activities to help with your career progression and performance, and give and receive continuous feedback with your manager and those you work with.

L&OD's Performance Management team will be offering demos and training on the new Performance System for you to attend during the month of April. Please register for this training here:

[Click here to register](#)

All updates about the new system and the implementation can be found by visiting our project website!

Visit the website below for more information and to stay up-to-date.

rc-hr.com/PM

What's New about the Performance Management System?

Utilize the new performance management system to formulate and track development plans! As an employee or manager, you can use the development plan functionality to assemble and track activities and goals that are specially tailored to help you, or your employees, grow and develop. Performance evaluations in the new system will consist of four primary components: Rating competencies, reviewing goals and development plans, and a year-end summary/overall rating. Learn more about each of these components in our new Performance Management training, which is available on-demand in our learning library!

Along with the new performance management system, we have developed a new countywide competency model. This new competency model will be utilized in the performance management system to auto-populate a predefined set of competencies to an evaluation based on job level. An upcoming training for County supervisors and managers on the new countywide competency model is coming soon.

Need more information on the upcoming system, or have questions on the implementation process? Reach us at PerformanceMgmt@rivco.org, and we'd be happy to assist.