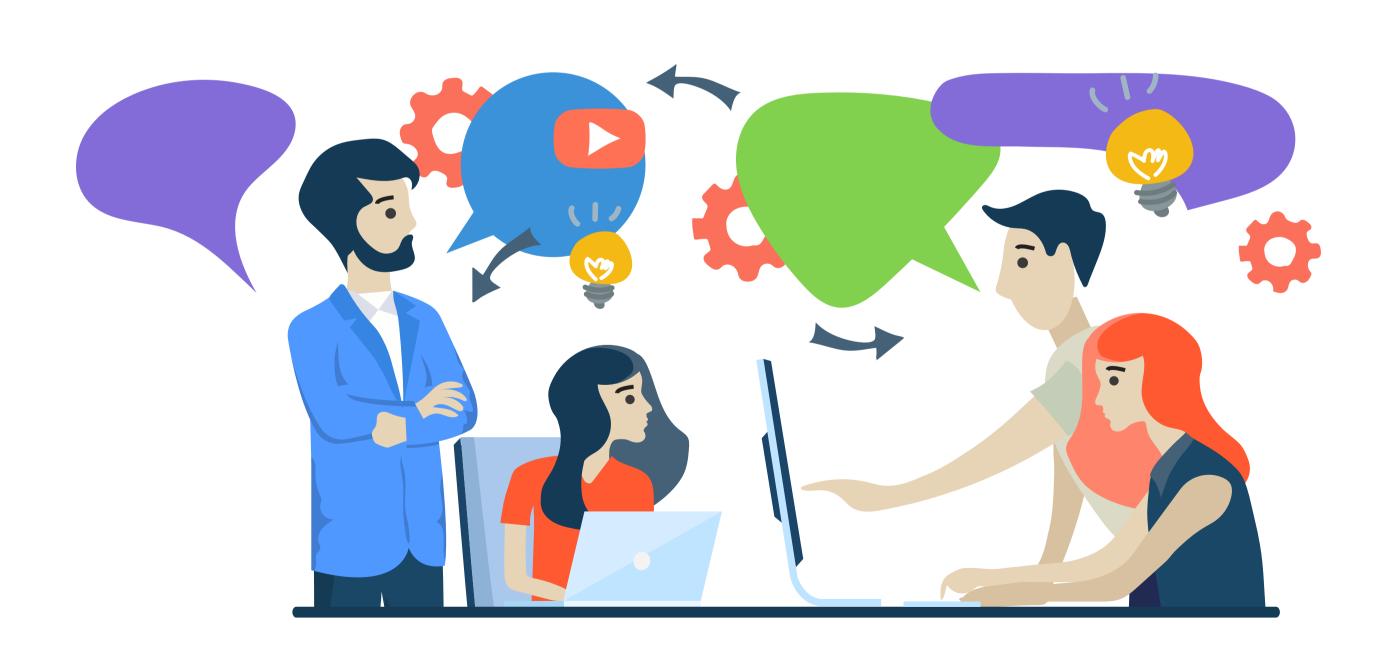# Success Story With Changing Performance Culture

Reasons?

▶ Developing company strategies

▶ Growth

▶ Achieving sustainable business results

▶ Improving performance

▶ Creating a transparent communication environment

▶ Creating aligned goals

▶ Clearly defining success goals

▶ Need for a flexible and changeable goal management

▶ Creating a culture of instant feedback

"At Hayat, we make sure that our performance system is always designed in a fair, user-friendly and dynamic manner, within the scope of our "Justice and Integrity" value, which is one of our 6 values that makes us who we are. In this sense, we follow all the innovations that change with technology. We decided that the WOKR-OKR solution was the most suitable one for our goals and human resources policy, as it is more user-friendly and allows the target attributes to align between departments, and the targets to be viewed by everyone."

Hayat

Benefits?

Internalizing objectives

Company objectives were shared on WOKR and the targets were adopted by all employees regardless of hierarchy.

Clear and understandable

Since the definitions of goal achievement were written clearly in the system, the employees set clearer goals.

Increasing belief in the performance system

The possibility of goal revision according to changing conditions and priorities further strengthened employees' belief in the performance system.

Prioritized work

Limiting the number of objectives in the system prompted employees to write more focused goals.

Employee development

Being able to track development goals in the system enabled employees to follow their development areas and to focus on their individual improvement in a healthier way.

Results?

| Increased the use of performance goal system | Started to set clearer goals | Formed continuous mutual feedback culture | Speeded up goal setting process |