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# Performance Without Bureaucracy

A FRAMEWORK BUILT FOR START-UPS



01

# Monthly 20-Min Check-Ins

Annual reviews are too slow.  
Keep alignment tight.



02

# Define Outcomes, Not Tasks

Clarity equals autonomy.

Grow reach by 20% > Post weekly.



03

# Weekly Micro Feedback

2 minutes.

1 observation.

1 expectation.

Game-changing.



04

# Role Scorecards

1 page = mission + responsibilities + metrics + behaviours.

Goodbye, complex frameworks.



05

# Growth Over Punishment

Performance shouldn't feel like fear.  
Feedback fuels development.



06

# Celebrate Small Wins

Momentum is a performance tool.  
Recognise fast, often, simply.



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Want to build a high-  
performance culture  
without corporate  
bloat?

Let's talk.

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