

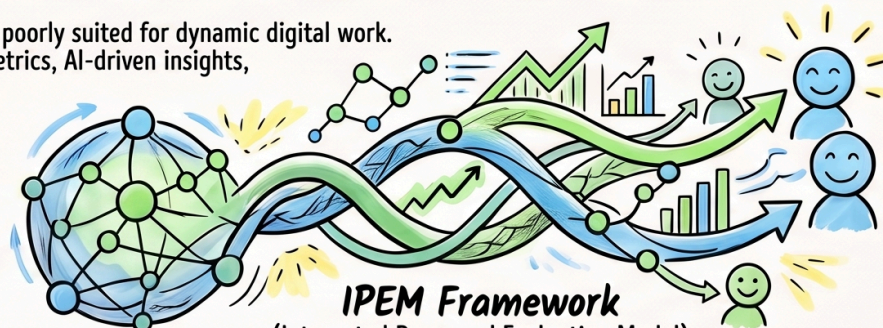
Rethinking the Review:

The IPEM Framework for Modern Evaluation



Traditional Annual Reviews

FROM: Episodic, biased, poorly suited for dynamic digital work.
TO: Multidimensional metrics, AI-driven insights, empathy-led leadership.



IPEM Framework
(Integrated Personnel Evaluation Model)

THE PILLARS OF INTEGRATED EVALUATION



Move Beyond "Snapshots" to Multidimensional Metrics.

Integrate input, process, and output data rather than relying solely on easily quantifiable results.



20% HIGHER PROFITABILITY in Engaged Teams.

Fair, developmental evaluation systems fuel the engagement that drives profit.



Replace Mandates with Participatory OKRs.

Engaged employees set measurable objectives for goal commitment & strategic alignment.

BALANCING AI PRECISION WITH HUMAN EMPATHY



AI-Augmented "Predictive" Performance.

Use algorithms to identify flight risks and developmental needs before crises.



The "Empathy Gap" in Data Systems.

Metrics without psychological safety trigger "threat responses," stalling learning & growth.



Shift to Continuous Micro-Feedback.

Replace high-stakes annual reviews with frequent, low-stakes coaching conversations in the flow of work.

CONTRASTING THE APPROACHES

TRADITIONAL APPRAISALS

Frequency: Episodic (Annual/Semi-annual)
Primary Focus: Control & Administrative Record
Data Source: Supervisor-driven ratings.

IPEM FRAMEWORK

Frequency: Continuous (Real-time/Micro-feedback)
Primary Focus: Development & Growth Support
Data Source: Multidimensional data & AI insights.