The purposes of the Division of Agriculture & Natural Resources’ performance management program are to:

- Provide a link between work planning for individual staff members and overall department and Division goals.
- Help staff members understand their job responsibilities and improve job performance.
- Recognize and reward staff member contributions, and foster professional development and career growth.
- Increase productivity and correct problems.
- Aid in the determination of merit increases.

The performance management approach outlined here involves participation by the supervisor and the staff member. Advantages to this method are that it:

- Communicates to the staff member ahead of time what is expected and the standards by which performance will be measured.
- Provides for staff member participation in establishing performance expectations and objectives.
- Helps to create a sense of responsibility and commitment for achieving agreed upon results.
- Provides for on-going communications between supervisor and staff member regarding progress toward objectives.

The ANR Statement of Philosophy and Eight Core Values further support the Performance Management environment.