

Shift Manager Performance Plan- Global



McDonald's Performance
Management Development System

00000000000000000000

Information about Me

Name	Restaurant Number	Date of mid year review
Region/Market	Person you report to	Date of year end review

Document Version: 1.0

Shift Management Performance Indicator (SMPI)

Track individual performance against SMPI targets and record results below.

	Annual Target	Jan.	Feb.	Feb.	Mar.	Mar.	Apr.	Apr.	May	May	June	June	Mid-Year
Performance Categories													
Shift Requirements													
Pre-shift Checklist													
Travel Path													
Food Safety													
QSC													
Drive-thru Order to Present													
Drive-thru Cash to Present													
Staffing													
Actual vs. Scheduled Hours													
Actual vs. Needed Hours													
Projections													
Sales projection accuracy													
Food cost projection efficiency													

Note: Items noted under the Performance Indicators should be tracked against the targets. Items categories should be completed but not measured in the SMPI Manager shift performance assessment. Sales projection accuracy is a metric that is not fully controlled by the shift manager. The following categories are **not** included in the SMPI Manager shift performance assessment: Sales projection accuracy, Food cost projection efficiency, and Staffing projection accuracy.

Instructions: Identify the top 1-2 opportunities from the prior year and cumulative SMPI totals. Identify root causes and discuss solutions and/or actions for improvement with your manager. Write performance objectives for the identified areas of opportunities under the QSC section on page 1 of this PP form.

Shift Performance Trend Categories	For additional details, refer to your PDS Dashboard
Mid Year Employee Comments:	
Mid Year Manager Comments:	

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