IA-CM Element 2 – People Management

The process of creating a work environment that enables people to perform to the best of their abilities. The process begins when a job is defined as needed.

People management includes:

- Identifying specific attributes and developing clear job descriptions.
- Recruiting appropriate people through an appropriate selection process.
- Identifying job requirements and work objectives based on performance standards, outcomes, and measures.
- Providing effective orientation, continuing education, professional development, and training.
- Providing ongoing coaching and continuous feedback.
- Designing effective compensation and recognition systems.
- Providing appropriate promotional and career development opportunities.