Vitality Health. You will be preparing a report as if preparing to present to the Board of Directors. You will discuss common challenges with performance management, evaluate the current system, and provide recommendations for improvement of the performance management system implemented at Vitality Health Enterprises Inc. Guidelines for the Assignment Vitality Health has recently implemented a new Performance Management system. As the case ends, the VP of HR and his Evaluation Team (you) are evaluating the practical and strategic effectiveness of the new system as they prepare to present their findings and recommendations to the Board. Your task is two-fold: Ensure Board members have appropriate context on performance managements systems generally. They will want a high-level, strategic analysis of Performance Management, but at the same time you cannot assume all board members have a specialist level of expertise in the subject matter. Here you will demonstrate your ability to explain the content you have just learned throughout the course. Analyze and evaluate the current system, assess the current successes and challenges with it - including its ability to mitigate the issues originally identified with the old system - and propose a series of recommended changes, with solid rationale. Here you will demonstrate your ability to assess a performance management system and make recommendations for improvements. Therefore, the report & presentation should contain a short general discussion on managing and evaluating performance, for example: Discuss some of the preferred strategies for evaluating performance from which one could choose Discuss some of the common challenges to managing performance – at the individual level of analysis, at the group level of analysis and at the organization level analysis Consider the pro’s and con’s of linking pay with performance. (Possibly consider the effects of extrinsic rewards on intrinsic motivation and other compensation “pitfalls”). In addition, and for a significant part of the paper, it should contain scenario specific situation analysis, and how identified issues can be resolved/ mitigated, for example: What were the issues/ problems with Vitality’s old performance management system? What were the root causes of those problems? What are the key features of Vitality’s revised program? What problems under the old system are solved or mitigated by the new system? What problems arise under the new system, and what issues are still not resolved from the old system? What changes do you recommend? How would you implement these changes? How do these changes solve or mitigate the “ongoing” challenges with • Report format: Font 12, 1.5-spacing, 1” margins, APA citation format to be used.