
Introduction

Confirmation Practices are an alternative approach to understanding and managing performance. Easier Inc. created them to help people and organisations develop more effective and more human(e) ways of working. Confirmation Practices do this by putting an emphasis on:

- Fostering responsibility over 'holding to account'.
- Favouring shared sense-making over judging.
- Using operational descriptions of 'what good looks like' over metrics as the anchor point for understanding performance.
- Generating fellowship over followership.

A simple way to think about Confirmation Practices is that they provide a practical, rapid and systematic way to help people think about, talk about and focus on the things that really matter.

Overview Resources

- An introduction to why favouring responsibility over 'holding to account' matters. <https://www.easierinc.com/blog/accountability/>
- An introduction to why favouring shared sense-making over judging matters. <https://www.easierinc.com/blog/problems-with-priorities/>
- An introduction to why using operational descriptions of 'what good looks like' over metrics matters. <https://www.easierinc.com/blog/performance-beyond-results/>

NB You'll notice in this blog that this doesn't mean doing away with data. It means putting data in service to sense-making.

- An introduction to why fellowship over followership matters. <https://www.youtube.com/watch?v=ty9-G4dwtwE>

Going Deeper

- A blog series exploring the detail of Confirmation Practices with reflections from a client organisation that has been using them.
 - <https://www.easierinc.com/blog/rethinking-performance-management/>
 - <https://www.easierinc.com/blog/rethinking-performance-management-part-2/>
 - <https://www.easierinc.com/blog/rethinking-performance-management-part-3/>
 - <https://www.easierinc.com/blog/rethinking-performance-management-part-4/>
- A case example of how exploring Confirmation Practices at one of Britain's largest banks (employing >75000 people) helped them to reframe their approach to performance management. <https://www.easierinc.com/blog/performance-management-you-can-bank-on/>

Getting Practical

- One of the quickest and easiest ways to introduce the Confirmation Practices approach is via "Check Out Practices"; a simple way to close out meetings that helps to create clarity and prevent important issues from becoming "undiscussable". This blog provides you with what you need to know in order to test them out at your place of work. <https://www.easierinc.com/blog/r-i-p-a-o-b/>

More About Easier Inc.

- Lastly, for a bit more information about the creators of Confirmation Practices and what motivates them, this blog is a good place to start. <https://www.easierinc.com/blog/becoming-easier-inc/>

Contact Us

If you are interested to learn more then you can reach us at enquiries@easierinc.com