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# STRATEGIES TO MANAGE STAR PERFORMERS AND FAST TRACKERS

**Dr. B. Renuka Devi**

Head & Assistant Professor,  
Department of Business Administration,  
Idhaya College for Women, Kumbakonam.  
(Affiliated to Bharathidasan University, Tiruchirappalli)  
Email: crenusai@gmail.com

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## ABSTRACT

Star Performers and Fast Trackers are big assets for an Organization. These people will be very excellent in their skills and responsibilities. They are very result-driven and highly motivated, and they will execute their performance in a high standard with very less supervision and control by others. But they will be struggling to come out and identify their potential without the support of an organization. Many of the star performers are highly ambitious, goal-focused and strong person to who is having strong personal needs and desires to achieve their goals and objectives.

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## Introduction

In every organization, some of the employees are nominated as Star Performers and Fast Trackers by the Top-Level Management and Human Resource Managers. The terms Star Performers and Fast Trackers refers to employees who are very well versed in their roles, duties and who move faster in the level of hierarchy when compared to the other employees based on their level of performance, involvement in the management activities as well as very much specialized in their managerial, leadership traits and qualities and the way how they are exhibiting them.

### How to Identify the Star Performers

It is the role of HR Managers to identify the potential of all the employees in the organization and to spot out the Star Performers. They are the beacon of the organization and step stone for the

development of the organization. Star employers are not just well versed in their work but they are skilled and competent. Their ultimate aim is to produce good results and to achieve the objective of the organization. Irrespective of the size of the organization, there should be one employee whose work should be very phenomenal and remarkable in the organization.

### **5 ways to identify Star Performers**

#### **1. They are Proficient and Skilled:**

For all the nature of job and to accomplish the job some special kind of skill set is essential. The training and development given by the organization will help to manifest their work. Skilled labor will take pride in their work and they will understand how their contribution will make the impact of the company. It is the role of HR Manager, to identify the talents and who can exhibit the job roles in a best manner by making use of skills assessment test at the time of their recruitment process. These kind of test will help the managers to assess their technical and non-technical skills.

#### **2. They take Initiative and Come Forward:**

Such employees will take initiatives and come forward to perform their roles and they do not wait for the commands from the others. They are very much diligent, eager and are able to spot opportunities and take advantage of them. Every business thrives for an innovation and many new ideas from their employees. Innovative employees are very much creative and brain storming for new and better ideas that contribute for the betterment and achievement of overall business objectives.

#### **3. They work well independently:**

This is one of the unique features of the star employees. This kind of employees will work autonomously and will take full control over their work. This kind of employees will perform their work with high sense of responsibilities and they are highly motivated. It is the duty of the HR Managers to appreciate and recognize their hard work because they work independently. It is the duty of the managers to assign the correct roles and duties to the star performers which will be best suitable for their skills, abilities and hard work.

#### **4. They understand Team Work:**

Creativity is the result of team work, star employees will understand the result of success of team work is the collective effort of each and every employees in the organization. Even though the star performers are independent workers but they understand that collaborating with each team will produce remarkable impact in the accomplishment of goal. These kind of star performers will always ready to lend hands with the other colleagues for the betterment of the organization.

#### **5. Find them at the time of Recruitment:**

At the time of recruitment, candidates CV will act as a mirroring tool to know about the person. HR Managers will identify the CV which is best suit for job role and job description. CV is definitely doing a great job in marketing the candidates to the employers. For making these kind of opportunity some candidates will lie in their CVs, so it is the duty of the managers to look beyond the CV on bases of keeping some kind of skills assessment test.

### **Strategies to Manage High Achievers:**

High achievers first need to know what is expected from them by the organization and they always want the word of support and encourage to take risk and to overcome any kind of fear of failure. Organization can use some certain strategies to get best from the high achievers.

- **Recruit Intelligently:**

When the employee is performing well it reflects in a team and also in the entire organization. So it is the duty of the organization to recognize each and every unique employees and it will result in the great motivation for other employees. High achievers will make others to look their team better and strong. To attract the high achievers, the employers should create an employer brand that gives good image about the organization. The organization should offer better training, development and advancement and always make sure to keep their job roles always challenging and interesting.

- **Clarify Expectations:**

High Achievers can accomplish and succeed without any limits until they are clear with what is expected and how their performance is measured clearly. Use the concept of MBO to make them to work with their personal goals align with the organizational goal.

- **Keep it Interesting:**

High Achievers are very much interested to do more challenging jobs and roles when comparing to employees who are less achievement-driven. Management should take action to stimulate their work activities and to create better opportunities for the advancement of their work. Management should give awareness to make personal SWOT Analysis, to get better understanding of their own strengths and weaknesses. Organization should assign task and projects that develop their strength and work on minimizing their weakness with better training and development activities. High achievers will like to expand their skill sets, so they will cross-train themselves to work in other positions. They will like to diverse their role and looks for professional development.

- **Offer Special Assignments:**

Every organization should arrange for Development Programs that rapidly lead to the career advancement and improvement. These kind of development programs will result in cost-cuts and

layoffs. Star Achievers should not get stagnate with the ‘special assignments’ but they also should take extra responsibility and build new expertise. Organization should encourage them to take new responsibilities, new ventures, to give training to the new recruits and should give plenty of opportunities to shine in their duties.

- **Accept Honest Failure:**

Failure is the stepping stone for success and failure is the business is quite normal. Ironically we will only celebrate the success of high achievers but we fail to encourage them to get ride from the fear of making mistakes. They feel shy to take high risk and to get divert from the regular routines. It is the duty of the organization to encourage them to take risk and to accept the ‘honest failure’.

- **Provide Feedback:**

Organization should give positive feedbacks and constructive criticism to help them to improve in all the times. High Achievers also care for little positive feedback and appreciation.

### **HR Managers should take special care to deal with the Star Performers and Fast Trackers:**

While dealing with the Star Achievers the HR Managers should take special care to move with them. If they are treated worse in any point they won’t think to move out from the organization and that will lead to loss of brand image and monetary loss to the organization. At the same time too much of focus on the star performers will lead to the dissatisfaction and de-motivation to other employees. So, the Management should take special care to balance between other employees and star achievers.

It is very essential for the HR Managers to identify their specific leadership traits and their special Technical and Personal Competence. As per the theory of Need for Achievement, Need to be a People’s Person and a Need for Power the HR Manager should identify what kind of needs and combination of needs is required by the Star Achievers to shine in their roles.

### **Rewards and Incentive Structure for Star Achievers:**

HR Manager should also focus on the Rewards and Incentives Plans that helps to motivate the Star Performers. Sometimes these kinds of monetary and non monetary rewards will sometimes act as a key way to success. It is very essential that all the employees should be rewarded but the key difference is roles and tasks assign to them.

### **Conclusion**

As per the theory of Bell Curve Performance Appraisal Management System, the Star Performers will get the high position and they will move forwards in the Level of Hierarchy faster when compared to the other employees. To conclude, it is in the hands of the HR Manager to deal with the Star Achievers as they plays a vital role in the overall success of the organization.

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