

# Continuum



## Performance Management

*Who would benefit from this presentation:*

- *Companies wishing to implement an effective performance management system.*
- *Any manager who is responsible for evaluating employee performance.*

Two managers rate two people on a scale from 1-10. The first manager rates her staff member at a 10 in a particular category because that person's performance in that area has been exceptional. The second manager rates his team member at a 7 in the same category; he believes that no one can be perfect and there is always room for improvement. The result, two people, both performing exceptionally well, but on paper one of these people is just above average.

The above is just one of many problems inherent in performance evaluations. This kind of problem can be avoided with planning, forethought and an understanding of how important the process is.

This seminar focuses on the purpose of documentation from a legal, management and mission perspective. It also looks at performance management and evaluation as a process rather than a yearly task. Then, the workshop looks at how to effectively communicate the information.

While this workshop cannot prescribe a particular performance evaluation format, it will provide information and open discussion about how to use an evaluation format more effectively.