# Performance Management Program for Non-Supervisory Staff

## Overview
An effective performance management system establishes an understanding of direction, focus and accountability through dialogue between staff and manager. A value-added performance management process (PMP) succeeds at providing important feedback, measurement and coaching information that pinpoints the alignment of each staff member’s performance outcomes with institutional goals and objectives.

## Objectives
- Looking at each of our relationships to performing performance management
- Examining performance management (PM) thought leadership
- Understanding the Performance Management Program and Appraisal (PMP) form
- Perpetual focus on performance feedback, coaching, development and improvement

## Core Competencies
- Workforce Management
- Leadership/Achievement Orientation

## Approach
Lecture, discussion, group exercises, and role plays

## Target Audience
Non-supervisory staff who are interested in learning more about the Performance Management Program.

## Time Length
1.5 hours

## Additional Instructions: