# Motivating People, Mentoring Potential, Measuring Performance

## 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) research and thought leadership
- Understanding the Performance Management Program and Appraisal (PMP) form
- Perpetual focus on performance feedback, coaching, development and improvement
- Being prepared translates to developing leadership competency

## Core Competencies

- Workforce Management
- Leadership/Achievement Orientation

## Approach

Lecture, discussion, group exercises, and role plays

## Target Audience

All supervisory staff and faculty responsible for completing staff performance appraisals are required to attend.

## Time Length

3 hours

## Additional Instructions: