Preventing and Solving Poor Performance

Description

Working with direct reporting staff to improve their performance, particularly when corrective action is needed can create volatile situations and may have legal implications if not handled properly. We know from the feedback received in the 2007 Organizational Needs Analysis and the literature about performance that employees want to see poor performance addressed fairly and equitably across the organization. This workshop provides support and references to supervisors/managers in executing their responsibilities to working with poor performers.

In this half-day workshop, participants will learn how to identify the root cause of the performance issue and present opportunities for improvement within the guidelines of the civil service agreements and the human resource policies for academic professionals.

Objectives

- Identify root causes for performance issues
- Leverage best practices for solutions
- Address performance issues fairly and equitably
- Identify resources to assist in working with poor performers

Benefits

- Improved morale of good performers
- Improvement in work of employees
- Resolving performance issues

Competencies

<table>
<thead>
<tr>
<th>Communication</th>
<th>People</th>
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<tbody>
<tr>
<td>Organizational Performance</td>
<td>Information</td>
</tr>
<tr>
<td>Performance Management</td>
<td>Continuous improvement</td>
</tr>
<tr>
<td>Responsibility Management</td>
<td>Accountability</td>
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</tbody>
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Values

| Transparency with Security | Safety |