

# Fearless Performance Reviews for Public Managers

## Make performance reviews more meaningful

**When: February 16, 2022**

**Where: Virtual, via Zoom**

Learn how to establish clear performance expectations early in the process and facilitate a collaborative conversation between supervisors and employees. Gain tools to define what great performance is for each employee, develop SMART expectations for every position, identify the right coaching goals, and create a transformative approach for conducting effective and inspiring face-to-face performance reviews. Class fee includes the instructor's book, *Fearless Performance Reviews*. This class costs \$238.

By the end of this class, you should be able to:

1. Describe why the traditional performance review tends to create fear and anxiety vs. learning, growth, and performance improvement.
2. Integrate the values and behaviors of the Collaborative Mindset into your everyday performance management and to enable fearless reviews.
3. Apply the Great Performance Management Cycle as a framework for managing the performance of others and the foundation of the performance review.
4. Become an effective performance coach by understanding the role of the coach, the five coaching roles, and the dynamic nature of performance coaching.
5. Identify both the job and organizational responsibilities for every position that reports to you
6. Develop SMART performance expectations and goals

**Instructor:** Jeff Russell (MS, UW-Madison) is codirector of Russell Consulting, where he helps organizations successfully respond to the challenges of continuous change. He focuses on leadership development, strategic thinking, leading change, understanding and dealing with behavioral styles, and performance management.

### Testimonials:

"These are tools that I can take and apply right away. Appreciated that we worked through an employee we have now and how to apply the tools."

"Helped me create an employee portfolio, and create a more collaborative relationship with my FTE's and my student employees."

"Great steps to reduce "fight or flight" reactions and promote employee engagement in the process."

Register at: <https://localgovernment.extension.wisc.edu/cpm-public-courses>



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