

# building a *better* appraisal **program**

## COURSE HIGHLIGHTS

- Learn practical methods for conducting employee reviews that get results
- Significantly improve employee performance
- Go from "The HR Enemy" to "The HR Hero"

## THE DAY'S FORMAT

**Theory:** Effective appraisal captures behavior, evaluates it against standard, and holds accountable the results delta.

**Discussion:** Explore what are the true expectations and results of annual reviews and what type of "review" stimulates real and sustainable results.

**Application:** Create a useable Annual KPI review and supplemental Performance Review instruments.

PRICE: \$89 per person

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LOCATIONS

"The Annual Review is dead."  
*"Long live The Annual  
Review!"*

GET BEYOND THE PAPERWORK TO THE USEFUL  
REASON WE NEED THESE THINGS.

It's not that the Annual Review is a bad thing; in fact, it's a necessary thing. The problem is that it is fundamentally flawed!

The solution? Base the Annual Review on **actual results measurements** (objective facts not just subjective opinions) and supplement it with ongoing, structured and focused, job task performance observations and feedback.

A good appraisal program includes accountability to process and accountability to results!

This course teaches the techniques to conduct both types of effective reviews, and introduces the software tool that makes them easy to manage!

