

Stosh D. Walsh – Presentation Overview

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Presentation title:

Why Everyone Hates Performance Reviews and What You Should Do About It

Brief description:

A recent CEB survey of 13,000 people worldwide found that about 65 percent of employees say the performance review process isn't relevant to their jobs, and actually interferes with their productivity. To make matters worse, about 95 percent of managers say they aren't satisfied with their organizations' performance management processes, and 90 percent of HR professionals don't believe their companies' performance reviews provide accurate information. But we have to evaluate somehow, right? This instructive presentation outlines the issues with traditional performance review practices, and offers accessible solutions to create a more conversational and productive approach to the dreaded annual review.

Learning objectives:

1. Understand the scope of the issue and determine how it applies to organizations represented by attendees
2. Articulate potential actions to avoid or remedy common performance review problems
3. Learn how to conduct performance reviews that support a broader succession and reward strategy
4. Gain awareness of how to frame performance conversations around process goals and outcomes driven by associates

Anticipated actions and benefits:

1. Individualize approach to each associate within a common framework for the organization
2. Foster increased commitment to goals by inviting associate driven conversations
3. Recognize and reward performance in meaningful ways
4. Invite accountability and measurement
5. Gain senior level support while generating enthusiasm for a common organizational approach
6. Eliminate subjective reviews and panels, focusing instead on clear commitment and accountability

Presentation format:

1. Guided questions for response and reflection
2. Active polls
3. Connection and interaction via mobile technology
4. Confer with other attendees and presenter in dyads or small groups
5. Lecture and slides
6. Participation in illustrative activities to emphasize learning objectives
7. Handouts with outline, key points and fill in the blanks for participants to complete and retain