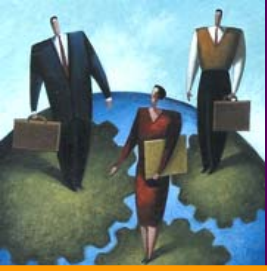
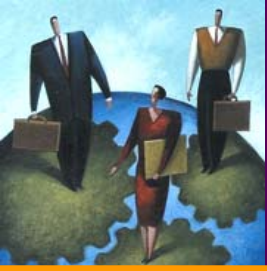


# Managing Performance



# Today...

- Level Setting
- Where Are We With Performance Management?
- What Are the Challenges?



# Why Manage Performance?

- To maintain employees that have knowledge, skills, and abilities to perform their job
- Foster employee development
- College mission & vision ...

***“Create Opportunities for Success.”***

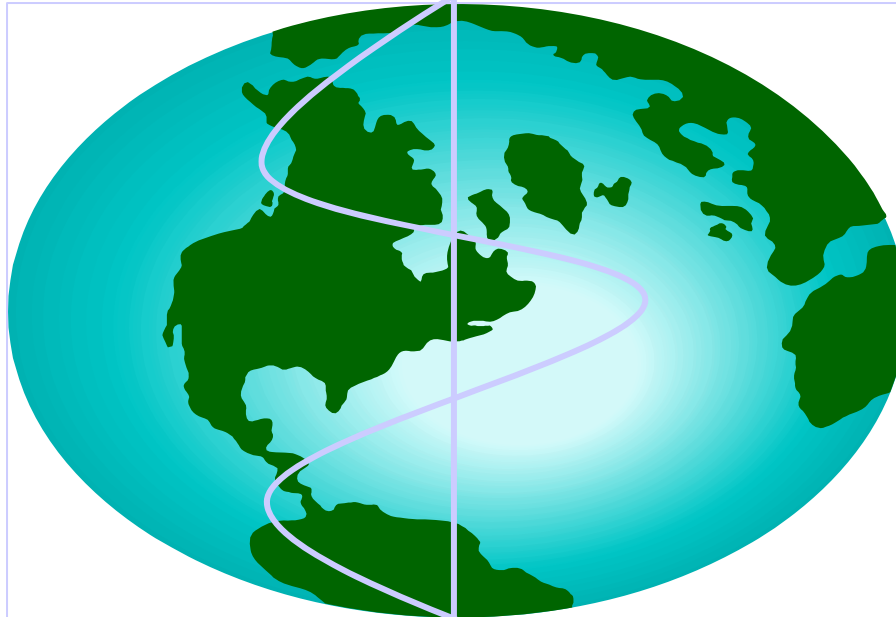


# Culture Model

**Processes**

**MISSION**  
Vision.

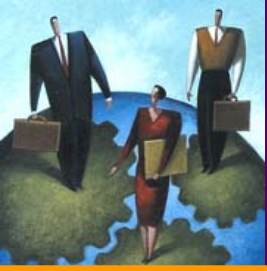
**Strategic Plan**  
Goals/Objectives



**NVC Values**  
Standards of Behavior

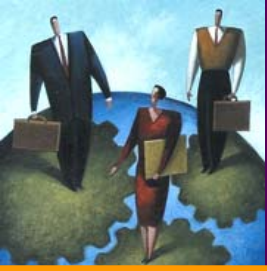
**People**

*Managing performance through people & processes = 's Sustained Culture*



# Employees Want to Know...

- What's expected of me?
- How well am I doing?
- If I'm not doing well, what can I do to improve?

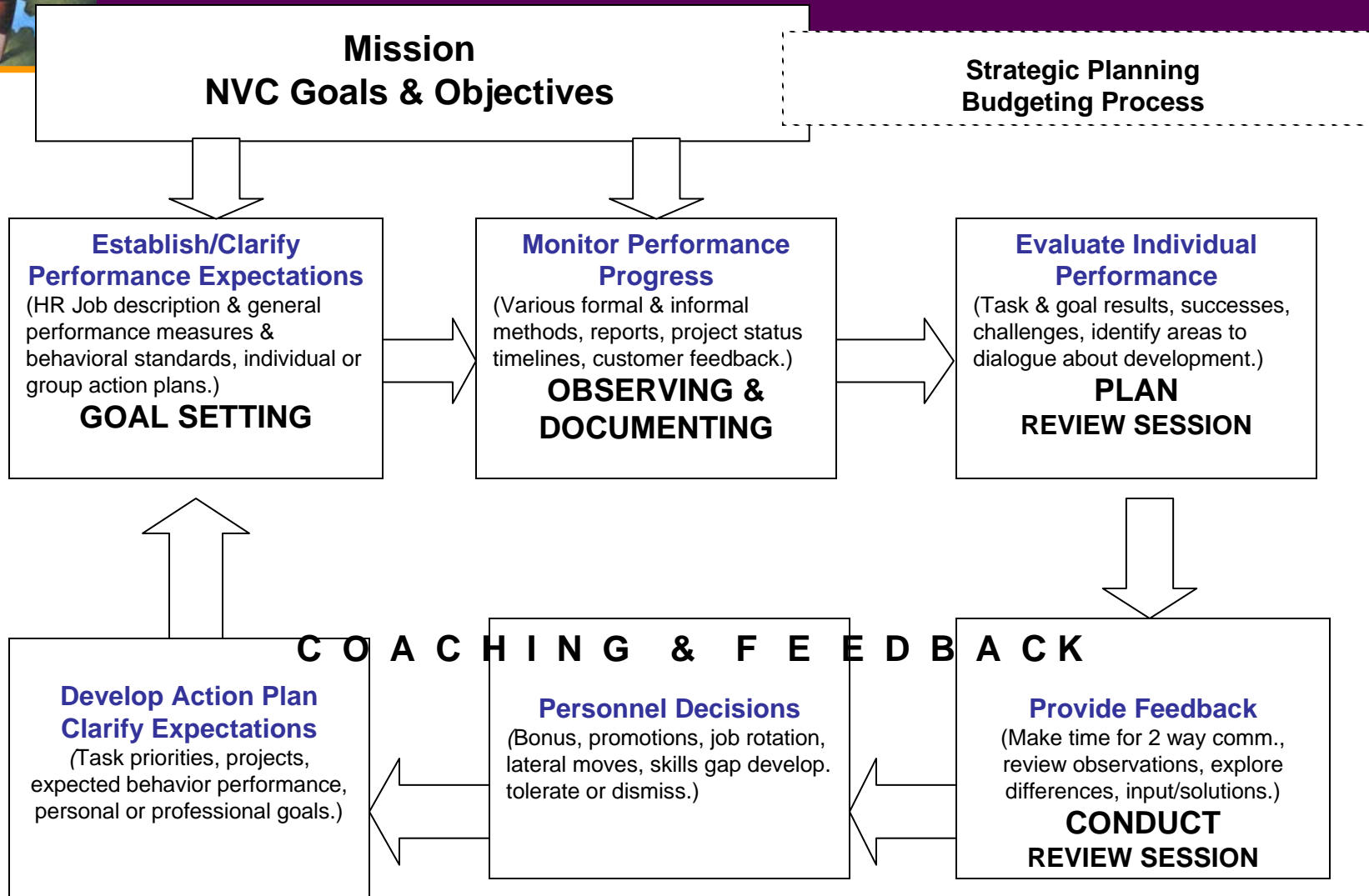


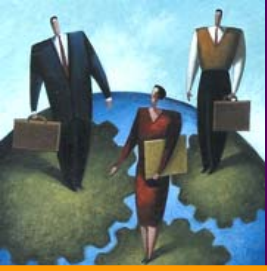
# Components of Performance Management

- Goal Setting/Expectations
- Observing/Documenting
- Planning/Conducting Reviews
- Evaluating the Performance
- Coaching/Feedback



# Performance Management Process





# NVC Standards

- **Key Task Performance Measures**

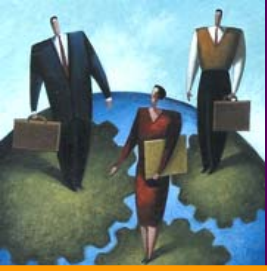
(Set in place through HR job descriptions, professional certifications/ licensures, standards from areas of practices, company goals and objectives.)

- Standards from areas of practice
- Standards for task/project completion

- **General Performance Measures**

(Set in place through communication with boss, HR Employee policies, directives.)

- Standards of Conduct
- Standards of Behavior
- Values



# Next Steps

## **What would be value added development we could assist you with**

- As an employee
- As a supervisor?
- For your employees?