



# Performance Management A Holistic Exploration

# Annual Evaluation Process

- Structured at the Institutional level?
- Structured at the Unit level?
- Goal setting/professional development as part of the formal process?
- Directly tied to compensation?

# What exactly is Performance Management?



# Performance Management in Action

- Formalized processes/procedures/programs



# Performance Management in Action

- Process vs. Experience (having one)
  - Experience could be an adventure, occurrence, happening
- Process as part of the Experience
- Culture is reflected in the Experience
  - Performance Management lives within the Culture of an organization

# When/Where does Performance Management begin?



**HELLO**  
my name is

*Newbie*

## When/Where does Performance Management begin?

- New Employee – what do you need?
  - Position Description
  - Expectations
  - Goals/Professional Development
  - Evaluation Process Review
  - Introduction to Organizational Culture

and then what ..





# Annual Review

- There should be no surprises
- This should be the easiest part



# Resources for Supervisors & Employees

- Website
- Toolkits
- Training Sessions
- What is the role of HR?

# Intangibles in Performance Management



**KEEP CALM  
AND  
MAKE A  
PERSONAL  
CONNECTION**



Questions?

# Thank you!

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**GO GREEN!**