



Performance and Evaluation Skills

Languages Offered:

- English
 Spanish

Performance based on Operational Objectives

Performance seems like it should just be a given as a standard part of an employee being hired and paid to do a job, however, it is anything but that. For a multitude of reasons, performance on the job site if left up to the employee, will often be immensely different than the expectation or goal of the leadership or organization. In order to ensure the workforce performs on the job at the level expected and meets specific objectives, it must be established in a formal program. The Performance Program should include a process that evaluates employees fairly, on a consistent and periodic basis, in order to establish a means to meet expectations.

What will trainees learn?

- Discuss What is a Performance
- Discuss and Learn What Performance is based on
- Discuss and Learn What are KPI's
- Discuss and Learn what Goals are
- Discuss and Learn how to Use KPI's to establish Goals
- Discuss and Learn How Performance can be setup to Set Expectations & Goals to Work Toward KPI's.
- Discuss and Learn how to establish a KPI, a Goal and an Expectation
- Discuss and Learn How to set up a formal Performance and Evaluation process.
 - Introductory Period (1st 90 Day Period)
 - Annual Review
- Discuss and Learn how to establish a formal Performance/Evaluation Program within an organization
- Discuss how to administer a formal program.

How will this training benefit your company and employees?

Performance and Evaluation are a key component to an organization, workflow, and the insurance that the organization has a clearly defined mission, with stated objectives (KPI's), and reasonable Expectations / Goals that each department, team, and individual is assigned and aware of in order to proactively achieve their respective job roles as well as meet specific goals to achieve the overall objectives of the company plan. You will become aware of the significance of a formal process to evaluate performance of your team, as well as the importance of your part in the Performance program.

This training can be conducted for 8 hours. Onsite training may be customized to meet your business needs.

ABOUT MARK HEDGES



Mr. Hedges has an extensive Military Construction/Operations and Civilian Business background and is an expert in: Leadership Skills, Business Strategies, Organizational Development, Coaching & Mentoring, Managing High Performance Operations, Team Building, Goal Setting, Communication Skills, Workforce Leadership and Basic Skills, in Construction, Logistics, Retail, Manufacturing, and Small Business.