May 18, 2023, Supervisors Meeting
Key Elements to Managing Performance
SUMMARY
Senior HR Partners Patricia Morales and Risa Noble presented on managing performance with a focus on topics like managing performance vs. performance management (time stamp 5:10), orientation vs. onboarding (22:05), examples of check-ins (29:15) and quality feedback (31:50).

EXAMPLE CONTENT

<table>
<thead>
<tr>
<th>Managing performance</th>
<th>Performance Management</th>
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<td>• Set clear expectations</td>
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<td>• Regular check-ins</td>
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<td>• Train, coach and develop</td>
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<td>• Delegate and empower</td>
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<td>• Annual reviews</td>
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<td>• Policies and procedures</td>
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<td>• Corrective action</td>
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Make your 1:1 meetings meaningful by:

• Respecting time, being prepared and trying not to reschedule too often.
• Being honest, focused and asking for feedback.
• Including conversation about growth opportunities.
• Ending on a positive note.
RESOURCES
The following resources were shared or referenced during the presentation.

Studies:
- Gartner HR Research Identifies Human Leadership as the Next Evolution of Leadership (June 2022)
- Gartner HR Research Shows Organizations Must Reinvent Their Employee Value Proposition to Deliver a More Human Deal (May 2021)
- What Does It Mean to Be a Manager Today? (April 2021)
- Empathy Is The Most Important Leadership Skill According To Research (September 2021)

Sessions/Training:
- EDGE Supervisor Series: Foundational Skills Certificate
- CUPA-HR/Courserstone session: Understanding Higher Education
- Crucial Conversations Program
Will the workshop section of the EDGE Supervisor Series be added again?

Great question! We have postponed the facilitated session due to a capacity issue. We will revisit in the fall.
How do people balance authenticity with the fact that people may not want to share their personal lives at work and it’s not a bad thing?

Your authentic self can be someone who doesn’t share a lot of personal information. That is okay.

From Risa Noble to Everyone: (time stamp 10:55)
Three qualities of human leadership: authenticity, empathy, adaptability. How do you put these qualities into action?

From Everyone:
- honesty
- flexibility
- vulnerability

The key is to put yourself in others’ shoes! Listen and show that you care!

From Meeting Attendee to Everyone:
How do people balance authenticity with the fact that people may not want to share their personal lives at work and it’s not a bad thing?

From Jenna Elmer to Everyone:
Your authentic self can be someone who doesn’t share a lot of personal information. That is okay.