



ELEVATE

TOGETHER AS ONE

SUN



Managing Performance

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**What does it mean to
be a people leader?**



What are some benefits of performance management?

Performance Management Benefits

- Ensures job clarity
- Builds accurate team member assessments
- Boosts engagement and motivation
- Promotes team member development
- Improves overall workplace results

Why are Performance Reviews so important?

Effective Performance Reviews

- Aligning and resetting expectations
- Proactive approach
- Fosters communication

What's the difference between poor performance and misconduct?



Poor Performance vs Misconduct

Poor Performance

- Performance falls below leader and company standards
- Lack of ability, skill, or motivation
- “I can’t” or “I won’t”

Misconduct

- Behavioral problem
- Unacceptable actions around policies or procedures
- Possible signs:
 - Offensive language
 - Rule-breaking
 - Dishonesty
 - Poor attitude
 - Inappropriate behavior

Best Practices for Managing Leaders

Managing Leaders

- Give them space and follow their lead
- Find ways and opportunities to collaborate
- Set clear expectations
- Ask for their input
- Focus on alignment

Best Leader | Worst Leader



Best Leader

Characteristics

Feelings

Actions: Do, Don't Do



Worst Leader

Characteristics

Feelings

Actions: Do, Don't Do



**What are you going to put
into action?**

Reminder!

Please complete and submit the survey for this session.

Session Name

Managing Performance

The screenshot shows the 'Detail' screen of a mobile application. At the top, there is a blue header with a back arrow and the title 'Detail'. Below the header, a green banner displays 'Breakout Session Name' and 'May 2023'. A white 'Register' button is positioned on the green banner. Underneath, there is a section titled 'Session Materials' with a list of items, each accompanied by an icon (person, location, bag, clipboard, and calendar). The 'Session Rating' item is highlighted with an orange border. At the bottom, there is a white bar with a 'SUBMIT' button.

The screenshot shows the 'Session Rating' screen of a mobile application. At the top, there is a blue header with a back arrow and the title 'Session Rating'. Below the header, the title 'Session Rating' is displayed. The screen contains four rating questions, each with a red asterisk indicating it is required: 'How likely would you be to recommend this session to others?', 'How frequently will you use the content from this session professionally?', 'How would you rate the facilitator's skills?', and 'Was the session a good use of your time?'. Below these questions is a text input field for 'Additional Comments/Feedback'. At the bottom, there is a white bar with a 'SUBMIT' button and the text 'Screen 1 of 1'.