When and How to Shift Your Organization's Performance Management System

NONPROFITHR.COM

About Nonprofit HR

Our vision:

We are the leading source of innovative talent management, talent acquisition services and knowledge for the social impact sector.

- Total lifecycle solutions for talent management.
- 20+ years serving the social sector as a trusted advisor and thought partner.
- Thousands of missions served.
- Woman and Minority-owned.
- National footprint.
- Award-winning and highly-credentialed staff.

"Nonprofit HR's experts listen, articulate people-centric solutions and understand the correlation between having high-performing, engaged staff and us being able to support our members' needs. Their team has elevated the importance of and visibility around innovative HR practices. Nonprofit HR is an invaluable strategic partner."

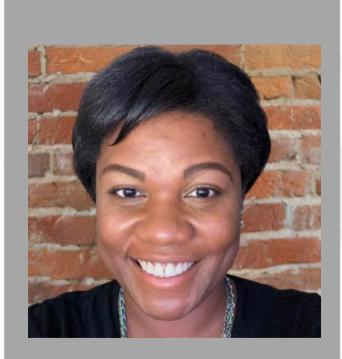
Cathy Gibney, CPA Chief Financial Officer National Hospice and Palliative Care Organization



Our Practices: Nonprofit HR's suite of solutions are centered around five core service areas

STRATEGY & ADVISORY	 HR Audits & Assessment Workforce Planning Performance Management Workplace Culture & Employee Engagement Learning & Development
OUTSOURCING	 Interim Outsourcing Comprehensive General Outsourcing Specialty Outsourcing (i.e. strategy, recruitment, benefits)
DIVERSITY EQUITY & INCLUSION	 Equity Assessments & Implementation Support DEI Training Cultural Transformation Leadership Development Interim Chief Equity Officer
TOTAL REWARDS	 Compensation Benchmarking & Program Design Pay Equity Analysis Benefits Assessments & Administration Cost Containment Strategy Design HR Technology
DIMPACT SEARCH ADVISORS by Nonprofit HR	 Executive Search Direct Hire Recruitment Outsourcing Temp-to-Hire Temporary on Demand
SOCIAL by Nonprofit HR SOCIAL ENTERPRISE	We also partner with nonprofit and for-profit social enterprises to help strengthen their people management practices.

Presenter



Jennifer C. Morgan, PHR HR Consultant, Outsourcing Nonprofit HR

ofit**hr**

NONPROFITHR.COM | 202.785.2060 | INFO@NONPROFITHR.COM

When and How to *Shift* Your Organization's Performance Management System

Shift (verb): "To cause a move from one place to another, especially **over a small distance**."

Focal Points for Today's Webinar

- The Analysis: Determine if your current feedback process is working
- The Shift: Traditional performance management to continuous feedback
- The Skills Gap: How to overcome this common barrier
- The Training: Empower your leaders to give and receive feedback

The Analysis: Is This Working?

- Question for the audience: How does your organization carry out performance management today?
 - Step 1: Learning
 - Step 2: Active Listening
 - Step 3: Commit to the Shift
 - Step 4: Understanding

The Shift: Traditional vs. Continuous Feedback

- Question For The Audience: What do you believe is the greatest benefit to the continuous feedback model?
 - **Step 1**: Transparent Communication
 - Step 2: Feedback Mechanisms
 - Step 3: People Over Paperwork
 - Step 4: Look back

The Skills Gap: What's Next?

- Question for audience: Do you have an example of a skills gap scenario you've experienced with an employee?
 - Supervisor of peer SME coaching
 - External Training
 - Development Timeline
 - Realign job duties
 - Consult with Nonprofit HR

The Training: Empowering Your Leaders — Benefits of the Check-In

R COURSE GOALS **EMPLOYEE** VALUE ENGAGEMENT **EMPOWERMENT** CORRECTION (FEELING OF INVESTMENT **PROGRESS**) Check-ins on goals helps to **Drive forward Check-ins openly** track progress, demonstrates progress on identify obstacles, projects and the value your and ensure open goals, and company places communication identify on employees. on next-steps obstacles to be taken. **Both employee** for rapid 83% of companies and manager are course say the quality of empowered to correction. conversation influence project improves with direction and more frequent performance check-ins. expectations.

The Training: Empowering Your Leaders – Check-In Structure

Performance Check-Ins

- Status of short-term tasks
- Status of long-term projects
- Recent accomplishments
- Goal re-alignment

Development Check-Ins

- Status of training in progress
- New training requests
- Any new skills gaps?
- Review of journey to career goals

The Training: Empowering Your Leaders – Common Barriers

Barriers

- Time commitment
- Documentation strain
- Lack of communication
- Fear of change

Best Practice

- Time upfront—retention time saved
- People over paperwork
- Transparent, continuous communication
- Engagement value to leadership

Q&A Session

Thank you for joining us!

NONPROFITHR.COM | 202.785.2060 | INFO@NONPROFITHR.COM

CONTACT

Jennifer C. Morgan, PHR HR Consultant Outsourcing Nonprofit HR jmorgan@nonprofithr.com