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PERFORMANCE MANAGEMENT UPDATE

Performance Management Workgroup

Charge:

1. Review existing UWSA policies and guidelines
2. Current state assessment
3. Recommendations for desired future state

Workgroup Recommendations

1. Operationalize performance management philosophy
2. Reduced rating scale from 5 to 3
3. Strengthen employee and management competency
4. Goal alignment: individual, unit, departmental and organization
5. Go paperless with one rating instrument
6. Develop UWSA core values
7. Consider calendar year review period

Up Next

1. Move from paper process to e-Performance (e-PM) with one instrument for all
2. Review period moves to calendar year
3. Implement new rating scale
4. Employee & manager training

How will we transition?

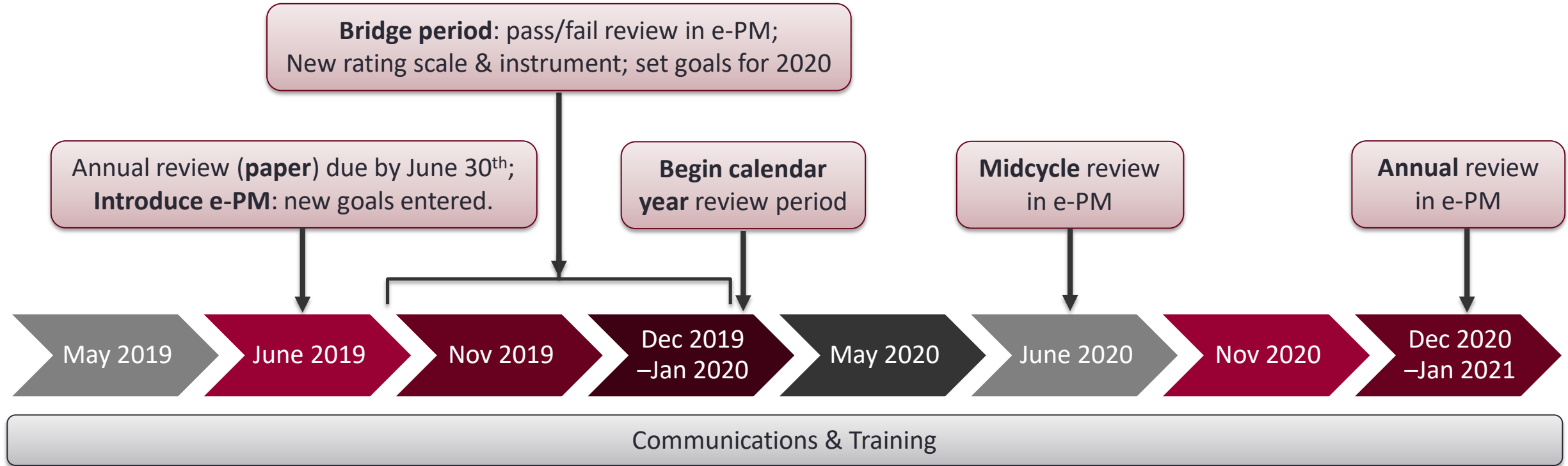
Current Period:
July 2018 –
June 2019

Bridge Period:
July 2019 –
December 2019

New Period:
January 2020 –
December 2020

- Transition between the old & the new
- Introduce changes gradually
- Allow time for communication & training to maximize success

Timeline for Rollout of Changes



Questions?