



DIRIGO SAFETY, LLC

Transformational Performance

April 14, 2021

0800-1600

Dirigo Safety, LLC

225 First Flight Drive

Auburn, ME

COST

\$179 (includes lunch)

When was the last time you had a performance management review? Was it accurate, on time, inspiring? Or was it just a “go through the motions” event that made you and the system compliant. Compliant sounds like complacent which sounds like most performance reviews today.

Plain and simple: performance management is hard. It was once said “*your ability to lead is directly proportionate to your ability to withstand pain*”. As hard as we sometimes make it, managing people is what supervisors do. In almost every police organization, performance management is a mandatory requirement.

Transformational Performance Management is designed to enhance employee effectiveness through realistic and dynamic performance management. In a back to basics format, students will learn how to build and deliver a well thought out performance review. By the end of the course, students will understand the importance of proper performance management while contrasting the cost of poor or no performance management. **(Meets MLEAP Standard 4.09 Performance Evaluation Training)**

What Students Will Learn:

- What it takes to be an effective communicator
- How to expect results while managing performance
- How to distinguish between a Behavior, Result, or Attribute
- Interpret personality traits and understand how they affect expectations
- What is the best way to conduct a performance improvement plan, PIP
- How to apply learned concepts to performance management
- When to utilize proper performance management tools
- How to properly implement progressive steps of discipline

Instructor Adam Gormely has over 26 years of law enforcement experience