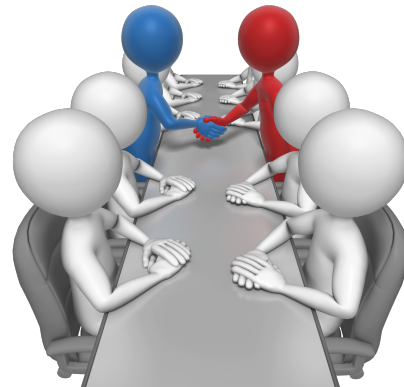


Individual Performance Moderation Committee Workshop



DURATION

One Day facilitated workshop.

OUTCOMES

- Understand the Individual Performance in the Human Resources overhaul process required by MSA Reg 890.
- Understand the roles and responsibilities of a Moderation Committee Member.
- Understand the importance of fairness and ethics in the moderation process.
- Review case studies and relevant examples to reinforce learning

OUTLINE

This one-day facilitated workshop is designed to skill Moderation Committee Members to understand the process and their role within it specifically as it relates to Individual Performance Management & Development. The workshop covers the following:

Individual Performance & Reg 890 – An overview

Performance Moderation Process

- Timeframes
- Key Terms & Definitions

Performance Moderation Committee Roles & Responsibilities

- Municipal Manager
- Department Heads
- Managers

Fairness in Moderation

- Ethics
- 'Halo & Horns' Effect
- Scoring

Case Studies

- A review of relevant case studies and examples