How Do We Become Performance Management Leaders?
Senior Staff Meeting
10/29/13

Reporting and Health Status	Workforce-Training	Workforce-Time Management	Management-Communication	Quality Improvement
Regular status reports	Educate staff	Be organized and focused	Lead by example-Practice what we preach	Celebrate Successes
Make reporting a priority	Train staff on QI tools	Manage work overload	Clear directives	Address work below standards
Evidence-based initiatives	Change-management training	Grow team involvement	Be open to suggestions	Encourage employee driven projects
Establish clear measures with staff input	Learn how to incorporate ways to measure & evaluate work	Follow defined timelines	Clearly communicate performance expectations	Establish accountability
Use data-driven rationale for management decisions		Find uninterrupted time	Use active listening skills	Maintain standards
		Prioritize responsibilities	Over-communicate	Identify QI projects
		Block off 1 hour per week to work on PM team issues	Model the behaviors we expect from staff	Set goals collaboratively
			Share successes with colleagues	Assess and evaluate staff performance
			Engage staff in QI	Solicit feedback from staff and community on performance measures
			Make quality part of weekly staff meeting	