WORKSHOP OBJECTIVES

• To present a draft performance improvement policy for critical analysis
• To use a SWOT or PMI approach as part of the analysis
• To consider purpose, design, implementation and impact
• To discuss options for piloting, planning and roll out
SOME QUESTIONS TO EXPLORE

• What should be the purpose or function of a performance improvement system?
• What values should underpin a performance improvement system?
• What will the system be required to do and how will it operate?
• What approaches should be used in the design process?
• How should the system be implemented?
• How do you get the right people involved?
• What are the benefits of a performance improvement system?
BACKGROUND AND DEFINITION OF TERMS

• Performance improvement is a process established to facilitate the professional review and development of staff.

• The process is characterized by principles and procedures that are intended to bring continuous improvement to staff.

• This process is not intended for the management of underperformance, which is the subject of a separate policy.
ANALYSIS

APPLY ONE OF THE APPROACHES BELOW TO CRITICALLY ANALYSE THE DRAFT POLICY

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FEEDBACK

• Group spokespersons

• Plenary discussion