

PERFORMANCEIMPROVEMENT WORKSHOP

ACLE 2008

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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

SWOT	PMI
STRENGTHS	PLUSES
WEAKNESSES	MINUSES
OPPORTUNITIES	INTERESTING
THREATS	

FEEDBACK

- Group spokespersons
- Plenary discussion