

CONNECTIONS

Employee Assistance Program | Employee & Family Solutions

LEADERSHIP AND THE EAP

Vol. 13 No. 10 925 Westview Drive, Rock Valley, IA 51247 (712)-476-2889 or 1-800-779-6125

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Employee Success

Performance evaluations are required every year for our employees, but a good evaluation doesn't mean an employee will reap any financial reward. Under such circumstances, why bother with performance evaluations?



A common myth is that performance appraisals aren't worth much if upward movement in the organization isn't possible or if there is not a financial reward for the employee. Performance evaluations have *many other payoffs*. Especially beneficial is the opportunity for you to communicate your interest and investment in an employee's career success! The annual

review gives you an opportunity to improve "P & L!" "Profit and Loss" statements don't exist without "People and Love!" The opportunity to compliment individual strengths and a respectful honest discussion of opportunities to improve builds trust and influence! Productive and collaborative behavior is encouraged and specific plans to improve below standard performance can be established. Employees have a strong curiosity to know how they are perceived by leadership. There is a natural human need to be recognized, and the evaluation process allows this to occur formally. Without a performance appraisal process, performance conversations are often limited to drama. Frequently crisis moments or the occasional exhalation of dramatic success focus on an event. However the individual employee is the thoughtful goal of feedback in the well planned and neutral supportive setting of the annual review!

ATTENTION: SUPERVISORS, MANAGERS, ADMINISTRATORS:

Session A: "Leadership Orientation to the EAP", is always available on the website - for new leadership employees or as a refresher course.

Each employer has their own unique user name and password for the leadership section and also a username and password for the employee section. Please check your wallet cards or contact your HR department for your username and password.

Website Information – Webinars, skill builders, articles and much more are available in the Work/Life Services site. Log in on Connections website, and you will find this site in the drop down menus under Employee or Leadership Resources. (To access webinars, continue to scroll down on the Work/Life Services opening page. All webinars are archived for later viewing.)

Leadership Orientation Schedule

Session B

Thursday, November 17, 2016

Sheldon, IA

8:30 am

Friday, November 18, 2016

Story City, IA

8:30 am

Please contact our office by calling 800-779-6125 or e-mailing Joy (joy@connectionseap.com) to register and for more details.

Connections Website: www.connectionseap.com

Information provided in LEADERSHIP and the EAP is for general information purposes only and is not intended to be specific guidance for any particular supervisor or human resource management concern. For specific guidance on handling individual employee concerns, consult with an EAP counselor.

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