



Department of

Human Resources

Optimizing Performance Management

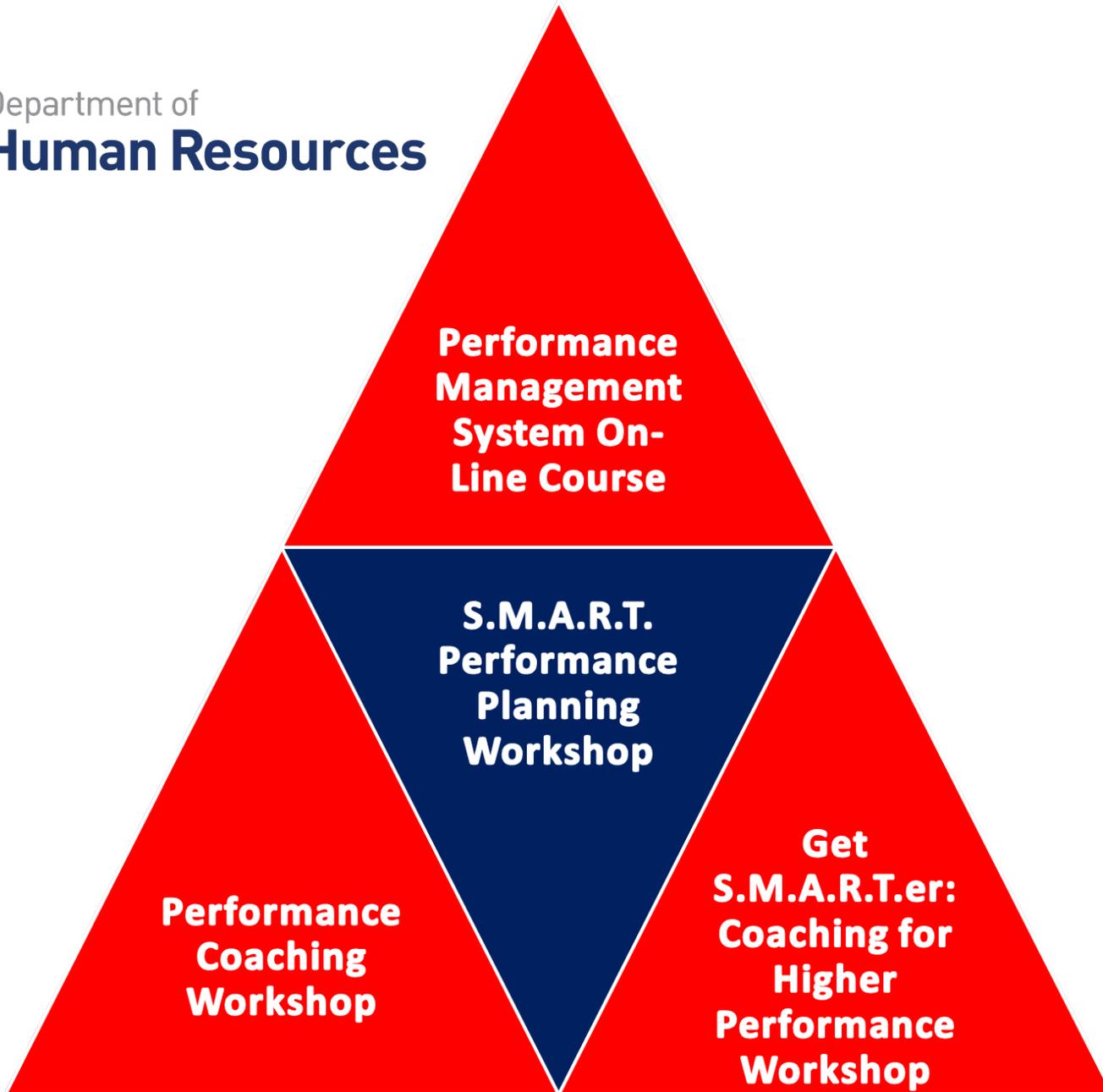
Antonio Q. Meeks, Director of Learning & Talent Development

Workshop Objectives

- Understand how a strong performance management system enhances employee performance
- Practice identifying the components of the state's performance management system
- Learn ways to optimize performance management in the State of Tennessee



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A large red equilateral triangle is centered on the page. Inside the triangle, the text "Performance Management System On-Line Course" is written in white, bold, sans-serif font, centered both horizontally and vertically.

**Performance
Management
System On-Line
Course**

A large red equilateral triangle is centered on the page. Inside the triangle, the text "Performance Coaching Workshop" is written in white, bold, sans-serif font, stacked in three lines.

**Performance
Coaching
Workshop**



**Get
S.M.A.R.T.er:
Coaching for
Higher Performance
Workshop**

**S.M.A.R.T.
Performance
Planning
Workshop**



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**Practice identifying each
performance
management
component**



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An employee who consistently meets performance objectives wants to know how to achieve advanced or outstanding.

Get S.M.A.R.T.er: Coaching for Higher Performance



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An employee who is considered a subject matter expert technically; however, he/she is not a team player.

Performance Coaching

An employee who has just been promoted to supervisor.

**Performance Management Online,
S.M.A.R.T., Performance Coaching,
Get S.M.A.R.T.er**



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**An HR Director has completed an
audit of IPPs and discovered 98%
do not meet the S.M.A.R.T. criteria.**

S.M.A.R.T.

**An HR Director has noticed that
one division has not completed
IPPs on time.**

**This should be included in the
Onboarding plan for a new
supervisor to state government.**

**Performance Management Online,
S.M.A.R.T., Performance Coaching,
Get S.M.A.R.T.er**



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A PM coordinator is struggling to stay on top of the required documents in the performance management system.

Performance Management Online



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**An employee does not agree with
the performance rating given by
their immediate supervisor.**

**Performance Management Online,
S.M.A.R.T.**

**An employee does not think his/
her IPP is achievable.**

S.M.A.R.T.



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How can we optimize Performance Management in the State of Tennessee?

How to optimize performance management

Create a culture
of engagement
Onboarding

When you see
it, say it

Middle
managers are
critical to
success

Provide
Learning &
Development

Questions?



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