Performance Management at Emory
New Competencies, New Perspective
Current Status

- New competencies have been developed that better align with Emory’s strategy and culture
- Tools and training have been created based on these competencies
- Now ready to share with University!
Competencies

CORE:
1. Building Trust
2. Delivering Results
3. Collaboration
4. Communication
5. Problem Solving
6. Taking Initiative
7. Functional Knowledge/Skills

OPTIONAL:
1. Service to Others/Customer Service
Key Features

- Behavioral Examples
- Rating Scale
- Automated form - PeopleSoft
- Performance Log
  - Key tool to making process easier!
- Will include a self-evaluation form that is similar to PM form
- Mid-Year and End-of-Year review
Next Steps - Training

• Training
  • Will be provided to all Managers and Employees
  • Trainers: now through end of month
    • Includes Central HR and additional
  • Managers – mid-October
  • Employees – sometime in Fall/Winter after Managers

• Content
  • Module 1(today): Review of competencies, new tools, and how to use
    • Strongly encouraged for all
  • Module 2: Review of PM best practices
    • Encouraged for those who’ve had no/little previous training
Next Steps - PeopleSoft

- Finalize online tool for manager evaluation
- Finalize online tool for self evaluation
- Create dashboard for HR
Communications Plan

• Contacted throughout summer:
  • Deans
  • Employee Council
  • HR Leadership
  • HR Reps

• To be contacted
  • Faculty and staff

• Mediums
  • Newsletters (e.g. HR Rep Update, News You Can Use)
  • HR website (to include FAQs)
  • Live presentations (e.g., HR Rep mtg)
  • Email/memos
Questions?