

WORKDOVE

Formerly Performance Culture

Culture Matters Series:

The Manager and Employee Relationship

Who Am I?



Lauren McGhee WorkDove Coach

Speaker, co-author, and Gallup-certified CliftonStrengths Coach, Lauren leans on years of executive coaching and consulting experience to partner alongside WorkDove clients on performance management best practices and software implementation.

What?

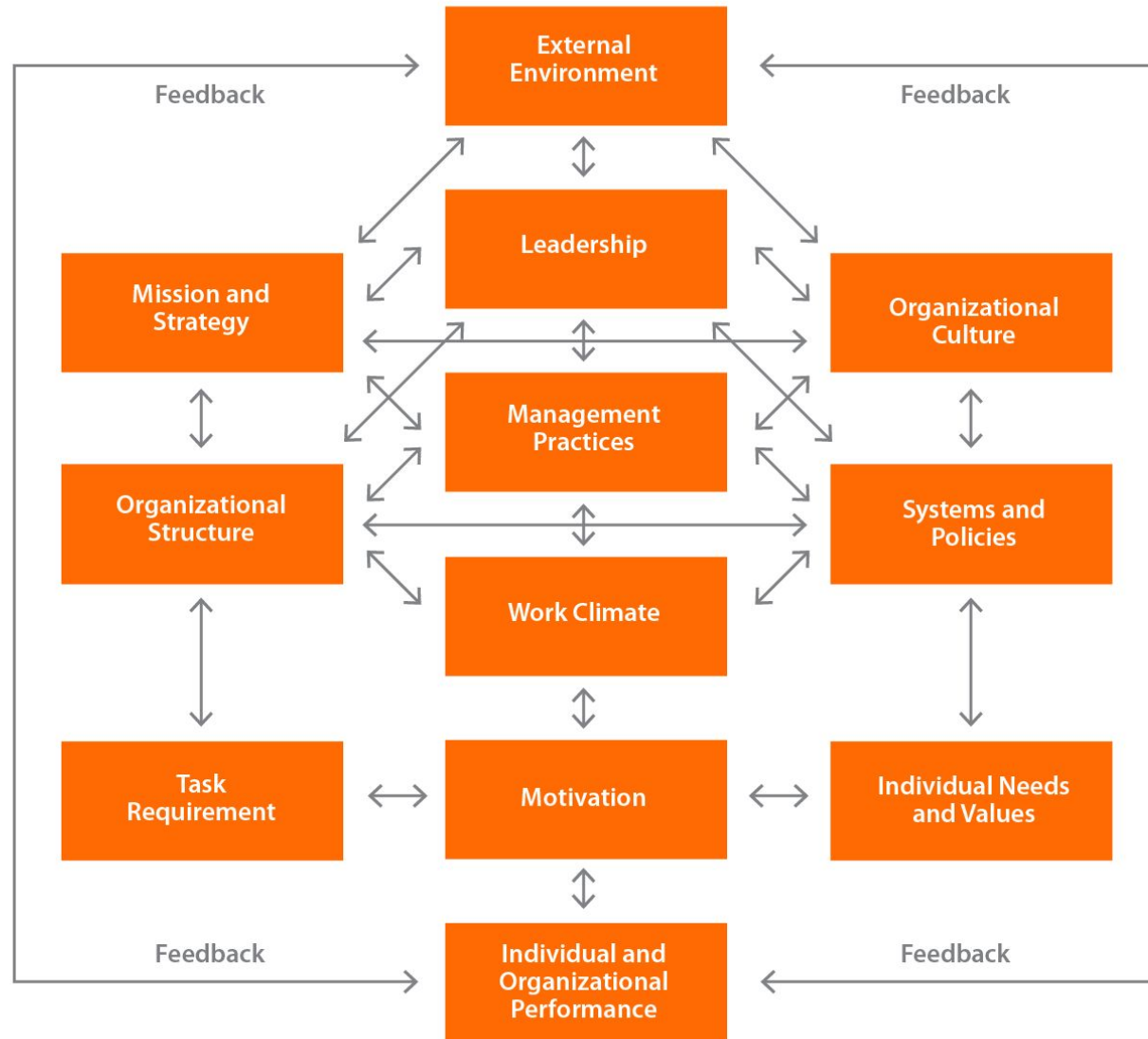
Intentional



Unintentional

Company Culture

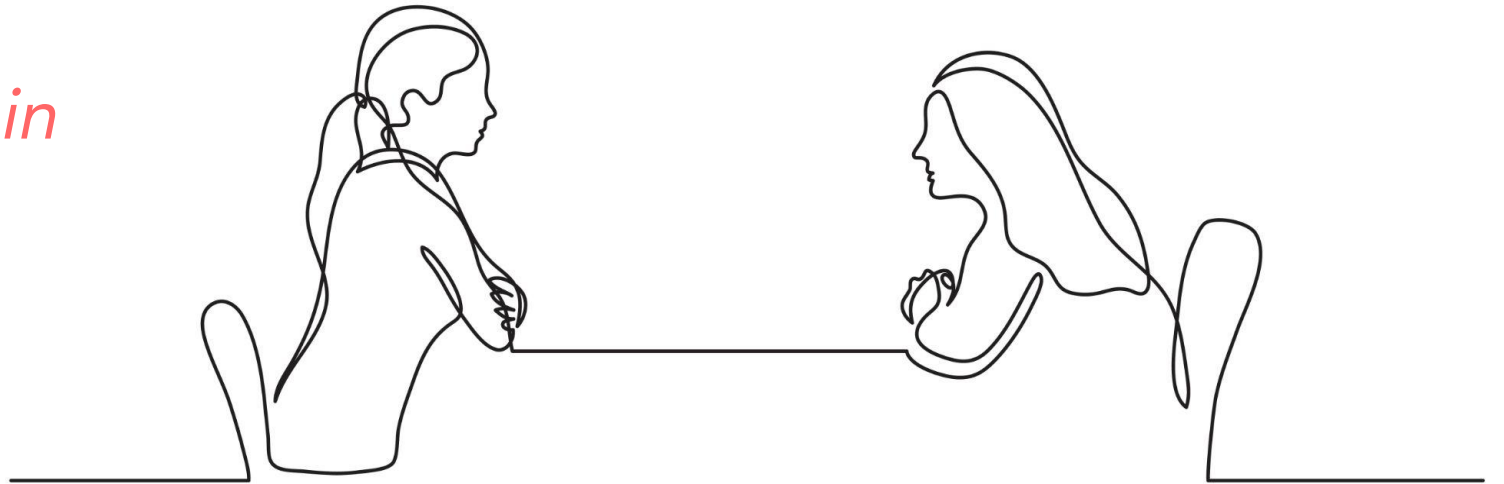
What?



What?

Earn the Will

“Trust and respect go hand in hand. You can’t respect someone if you don’t trust them to do their job.”



Why?



“Employees who feel their voice is heard are 4.6 times more likely to feel empowered to perform their best work”

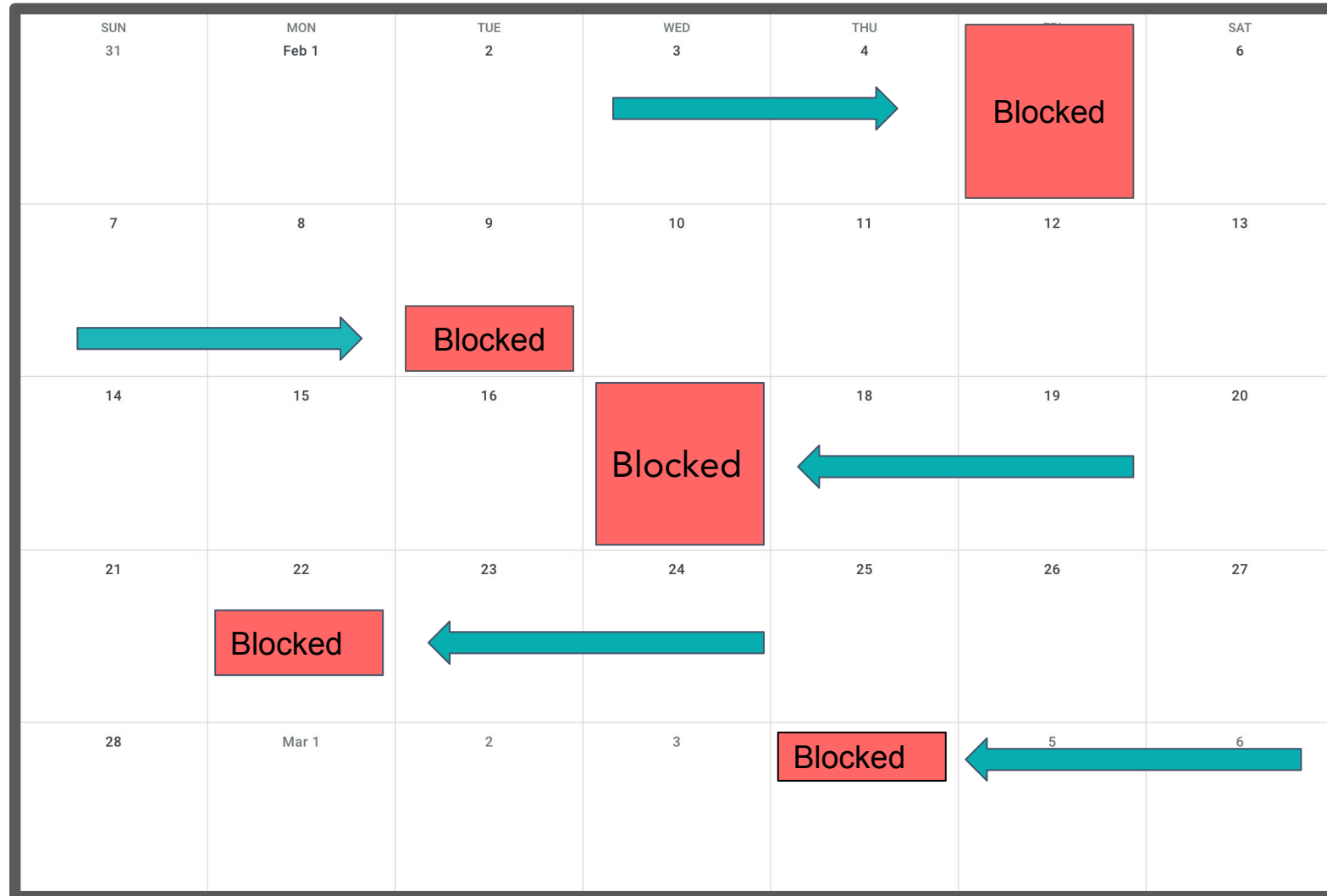


70% of a team's engagement is influenced by managers

Take Our Poll!



Planned and Protected Time



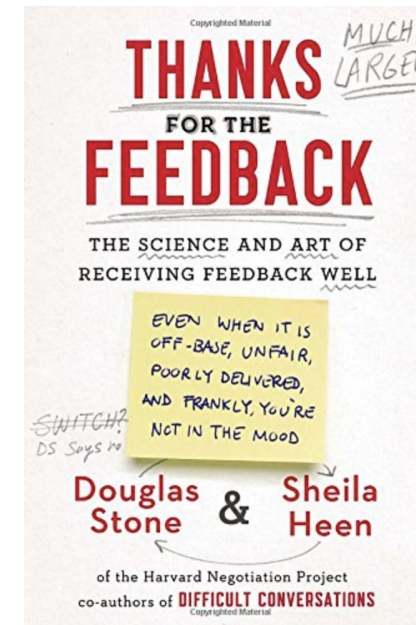
Protect these times as much as possible!

Recommended: Check-Ins

Optimal Check-Ins

- ✓ Brief, documented, high-level
- ✓ Employee-driven, listening ears for the managers
- ✓ Stick to the 'agenda'

3 Types of Feedback



Stone, D., & Heen, S. (2015). Thanks for the feedback. Portfolio Penguin.

How?

Short, simple questions



Check-Ins for Allison Meyers Close

Record Count: 25

Questions Objectives Core Values Goals 1 of 25 / 3 Jan 2022

What were your accomplishments since the last Check-In?

I reached my milestone 30th sale since joining the team, I am very proud of this accomplishment, and excited to continue challenging myself to newer heights.

What are your key priorities?

Monitoring the effectiveness of this new lead source by quantifying ROI on converted SQLs. Adjusting/tweaking as necessary to fine tune.

How can I best help you?

I could really use your guidance on setting up a proper sales channel in our CRM regarding organic growth. Can we please meet about this?

How can I improve my communication with you?

I think an area where we can all improve is to create agendas in this Performance Culture System for our meetings and track action items by person on it so we can have more effective meetings.

Details

Manager Feedback Last saved 01/03/22 11:22 am

Way to go on the milestone! We are very impressed.

Yes, let's set up a time to go over the sales channel. Find a time that works for you and I can make it work.

Thank you for the feedback on communication - I agree that the Agendas feature would contribute to more efficient meeting. I will look into it.

Save Feedback

Private Notes Last saved 01/03/22 11:23 am



Consistent, documented form

Your Answers



Free Check-In Template!

Check-in Template

Check-Ins help managers and employees stay aligned and focused on priorities and provide a quick and easy way to communicate concerns, progress, and achievements. Check-Ins provide the opportunity for frequent feedback making them an integral part of a coaching culture.

Questions


- 1 What are your biggest accomplishments since our last check-in?
What are you most proud of?

- 2 What are your top priorities for this upcoming check-in cycle?

- 3 How can I best help you?

- 4

- 5

 WORKDOVE 1

Performance Objectives/Goals

Performance Objectives/Goals are based on your most current performance review.
WorkDove Reference Material: performanceculture.com/performance-objectives/


- 1

- 2

- 3

- 4

- 5

 WORKDOVE 2

Core Values/Behavior Competencies

Core Values are based on your most current performance review.
WorkDove Reference Material: performanceculture.com/workplace-behaviors/


- 1

- 2

- 3

- 4

- 5

 WORKDOVE 3

Email support@workdove.com for your free Check-In Template!

Clear Expectations



Consistent



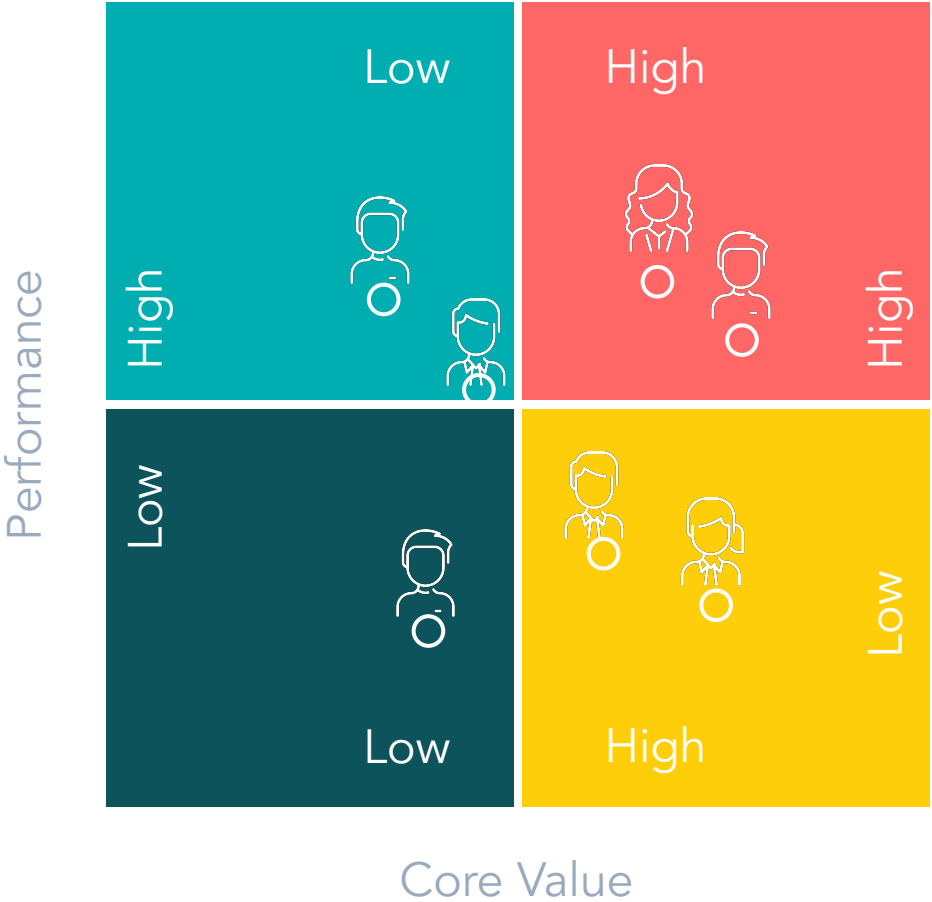
Defined



Held Accountable



Clear Expectations



Clear Expectations

Allison Meyers
Performance Review | Annual: 2022

Autosaved at 11:04:31pm Save & Close

Objectives Goals Core Values Development Satisfaction Summary Approval

Show/Hide Employee Ratings Edit Check-Ins

1. Marketing - After webinars, send follow up e-mails to attendees within two hours of the webinar. Followup e-mails will include a link to the on-demand video and the presenter's slides. Weight: 21.62%

Employee Notes

The new CRM system has been really helpful with the follow-up emails. Consistently, I have been sending the emails an hour after the webinar. We have received increased interest in the hour time frame as opposed to the two hour time frame.

Coaching Notes ⊖ ★ ★ ★ ★ ★

Allison, thank you for your increased focus on our turn around time following these webinars. Timing can make all the difference and this focus has really increased our response rate.

Questions

What were your accomplishments since the last Check-In?

I reached my milestone 30th sale since joining the team, I am very proud of this accomplishment, and excited to continue challenging myself to newer heights.

What are your key priorities?

Monitoring the effectiveness of this new lead source by quantifying ROI on converted SQLs. Adjusting/tweaking as necessary to fine tune.

How can I best help you?

I could really use your guidance on setting up a proper sales channel in our CRM regarding organic growth. Can we please meet about this?

Both Employee and Manager can document




Integrated Check-Ins for ease of recall

Praise and Recognition



Expected + Respected

Takeaways

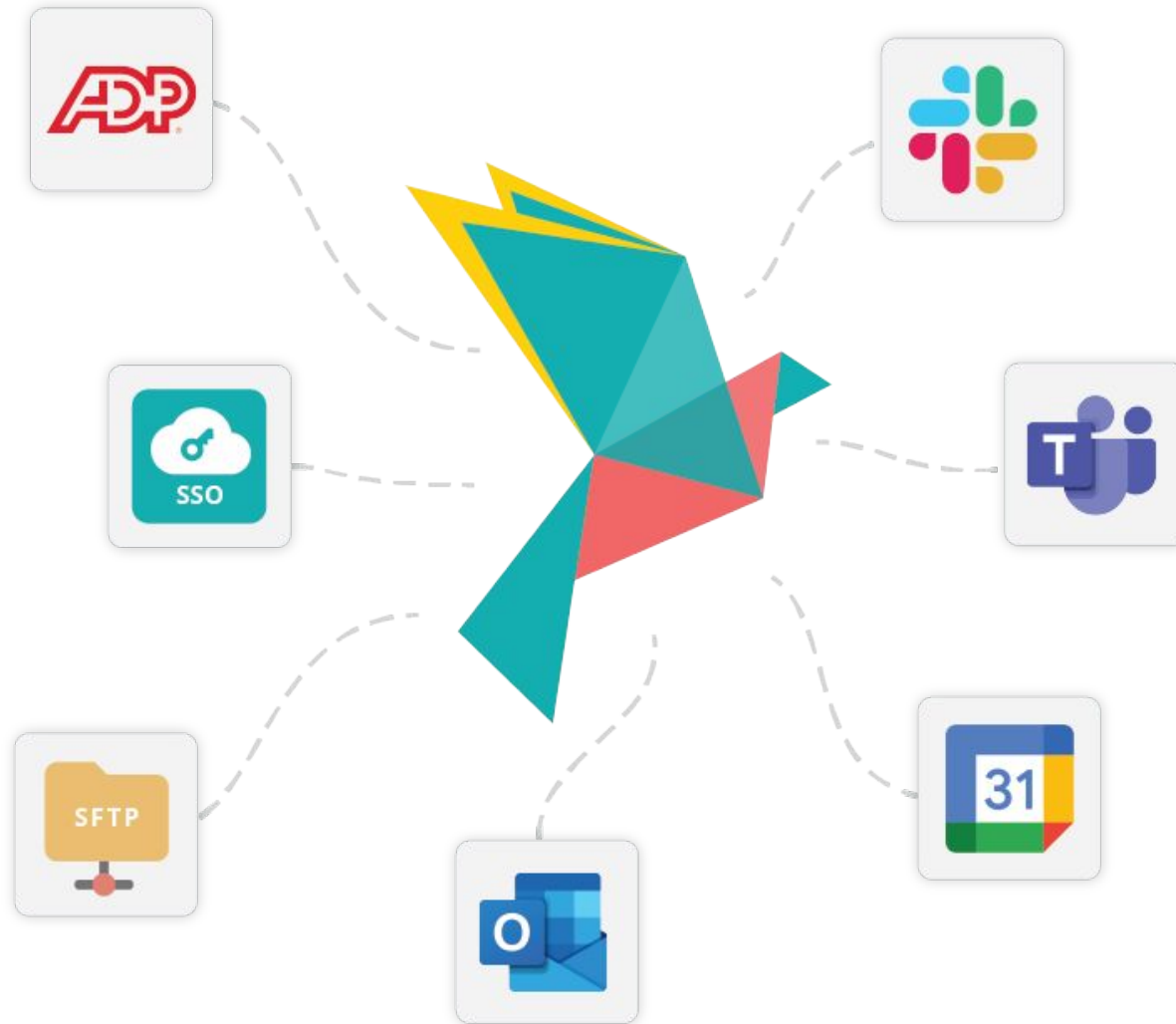
1. Plan and Protect Your Time
2. Set Clear Expectations
3. Praise and Recognize 

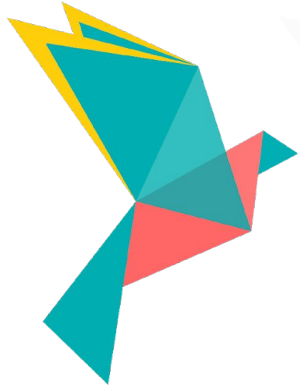
Custom Build Your Experience

Performance Management Platform



WorkDove Adapts To You





WORKDOVE

Formerly Performance Culture

Culture Matters Series:

Getting Comfortable with Workplace Recognition



WORKDOVE

Formerly Performance Culture

Thank You!

If you found value in today's conversation and are interested in learning more about our product and what we do, email us at

Sales@workdove.com