

Performance Management

HRCI Program #267385

Why have performance reviews? Because they can work – when embraced as a two way interaction to elevate careers and drive results. When developed properly, performance management systems can link individual behavior to the strategic plan that often eludes staff. HR can only improve the process if management takes feedback as an ongoing activity that is at the core of the management role. Explore ways to change the process from compliance to communication to drive your organization forward.

Participants will walk away being able to...

- Determine the goals of performance management
- Select a timeline for feedback that is manageable
- Review tools that will facilitate meaningful dialog
- Create communication to get everyone on board

End the cycle today of paper pushing documentation and create a system that will have meaningful results for your organization.

“ *Your presentation was very insightful. I appreciate the memory triggers making it easier to implement the thoughts back at the office. It was awesome to meet you.* ”

– K.B. Attendee and Professor

HR Topics is a fresh look at what is trending in HR Departments, HR outsourcing and general human resources best practices. Through our resources, we explore HR practices and the impact on business. To meet the needs of HR options and realistic solutions for small and middle market organizations, we provide seminars, presentations, books, and training programs.

Participants leave our programs with action-oriented solutions, as well as the ability to further increase their knowledge base of human resources through workbooks and web based training. Consulting projects can be arranged if appropriate, or we refer to a number of specialists for longer-term projects.

Lori delivers facts, tips, tricks and best practices with a sense of humor, a bias toward actions you can take right away, and practical resources and tools to support implementation. She also customizes the program to the needs of each audience — from 45 minutes to a full day — and can focus on the special needs of a particular event.



Lori Kleiman is a Chicago based business expert with more than 25 years of experience advising companies on HR issues. Her background as a human resources professional and consultant gives her unique insight on how HR professionals and executives can work together effectively to achieve business goals.. Her programs are designed to provide critical HR updates and best practices to small businesses. In addition, she is an adjunct faculty member at various universities.

Previously, Lori founded HR Partners, a boutique HR consulting firm that was acquired by Arthur J. Gallagher & Co. in 2007. Lori continued with Gallagher to lead the firm's HR consulting practice before branching out again as an independent consultant, author and speaker.

Lori has a Master's degree in Human Resources and is certified as a SPHR and SHRM-SCP. She has served as adjunct faculty at a number of Universities and continues today in an advisory capacity. As a member of the National Speakers Association, Lori has the tools to engage audiences and drive results.



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