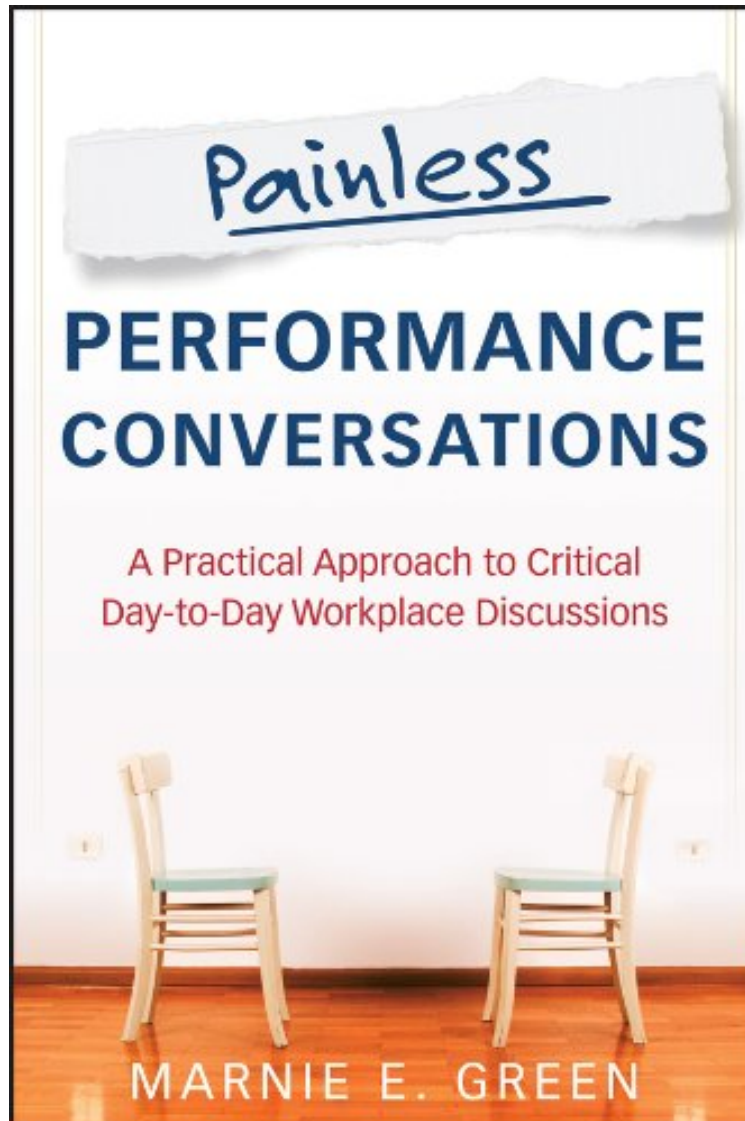


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Painless Performance Conversations: A Practical Approach to Critical Day-to-Day Workplace Discussions

Marnie E. Green

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Marnie E. Green : Painless Performance Conversations: A Practical Approach to Critical Day-to-Day Workplace Discussions before purchasing it in order to gage whether or not it would be worth my time, and all praised Painless Performance Conversations: A Practical Approach to Critical Day-to-Day Workplace Discussions:

0 of 0 people found the following review helpful. Helps make a difficult task a bit easierBy jj chicagoI sometimes think the negative feedback part of being a manager is a bit like being an executioner. If you like it, you are a

sociopath and in the wrong job. If you do it well it is painless and effective. If you do it badly, you cause a whole heap of trauma and can make a bad situation even worse. A big problem is that a lot of books that purport to help with this task just give you a lot of "don't"s, which anyone with sense and sensitivity can figure out by themselves. This book by contrast has a lot of "do's" - many scripts which cover a lot of situations, all of which are aimed at delivering the necessary message in such a way that is helpful to the recipient and won't shut them down or confuse them more. I manage a large group with several levels, I've shared it widely, and it is frequently referred to. It actually helps both ways - those that have to deliver negative feedback love it because it helps them do an unpleasant task more successfully, and those that need need negative feedback are actually more receptive to it after reading this book. 2 of 2 people found the following review helpful. How Most Supervisors Could Improve their Evaluation of Employees By CustomerMarnie's book is a guide for busy supervisors who can't seem to get it together enough to have sometimes difficult conversations with employees whose performance needs to "improve immediately." She helps put in perspective that "judging" an employee's performance is gut feel backed by examples and evidence where improvement could have been demonstrated if the employee took the mission of the organization seriously. This book is a great building block on her earlier work Painless Performance Evaluations. 0 of 0 people found the following review helpful. Best Book on the Subject! By Frank A Russell The best book I've read on the toughest problem leaders try to avoid. Packed with practical ideas and information.

Actionable communication and management strategies for tackling difficult workplace discussions Delivering the uncomfortable news that an employee is not stacking up can be stressful, and managers often have difficulties finding the right words to get their message across. Painless Performance Conversations presents actionable and practical communication and management strategies for any manager looking to effectively influence employee performance. Learn how to focus these conversations for maximum impact on performance, crystallize expectations for what success looks like, and engage employees in solution-finding. Presenting four key mindsets and an easy to use conversation model, this book offers the tangible solutions managers need to tackle critical workplace discussions with poise and professionalism, as well as the tools needed to stay focused in otherwise difficult conversations. Eliminates the pain and fear that leads to procrastination of tough workplace conversations. Reduces the harmful impacts of judgment in performance conversation Helps managers create a culture of ownership and accountability Author Marnie E. Green is a featured blogger for Jobing.com and shares her popular and practical management perspectives in keynotes, webinars, and workshops with thousands of leaders in organizations worldwide Painless Performance Conversations will help you to lead performance-related conversations with confidence and create a culture of workplace accountability.

From the Back Cover Praise for Painless Performance Conversations "Where has this book been all my life? Marnie Green's new book Painless Performance Conversations is exactly what managers need to gain the techniques and confidence to conduct successful meetings. Her tips for establishing performance expectations and for initiating the toughest conversations take the pain out of these critical tasks. No more wimps and no more excuses!" —Mark Olson, IPMA-CP, CDME, Vice President of Human Resources, Las Vegas Convention and Visitors Authority "I love this book. Marnie Green has created an approach that is simple, practical, and stress-free. Tackling difficult employee conversations won't be nearly as difficult now that I've read this book." —Kendra Eberhart, CEO, Royal Oaks Lifecare Community "Marnie Green has done it again with her new book on the often set-aside topic of performance conversations. Her ideas and practical advice will help strengthen any manager or leader seeking to create a more focused and valuable employee, team member, and organization. And let's face it, that's what we need to be doing every day." —Neil G. Giuliano, former Mayor of Tempe, Arizona; author of The Campaign Within Procrastination, fear, and competing priorities often get in the way of initiating conversations that inspire higher levels of performance. Delivering the uncomfortable news that an employee is not stacking up can be stressful, and managers often struggle to find the right words to get their message across. Painless Performance Conversations presents practical communication and management strategies any manager can use to effectively influence employee performance. Through four critical mind-sets and a conversation model, this book offers tangible solutions for tackling critical workplace discussions with poise and professionalism. Painless Performance Conversations will help you lead performance-related conversations with confidence and create a culture of workplace accountability. About the Author Marnie E. Green, CSP is the Principal Consultant of the Management Education Group, Inc., a firm that supports the performance management practices of public and private sector organizations. Green provides valuable step-by-step programs and consulting services that create more confident leaders. She is a featured blogger for Jobing.com, a sponsored webinar presenter on HR.com, and has published more than twenty-five articles in trade journals including HR News, Public Personnel Management, and the Public Manager.