Encouraged But Optional for FY19
Goals for today

I. Preview major changes from FY18 to FY19
II. Share information on upcoming support sessions
III. Q&A
The case for changing how we approach ‘Evaluations’

Where did feedback come from?
● Performance Management Pilot (1000 people)
● Roadshows (LSA, Athletics, Student Life, Ross, etc)
● Q&A Sessions (250 people)

What are people saying, & what do they want?
● Less evaluative, and more conversational
● Make the process ‘easy’ for me to follow
● Give me more flexibility

Let’s look at the VALUE people bring to our institution & encourage more continuous & impactful conversations throughout the year!
Major changes to the Valuation for FY19

- New look and feel!
- Easier to follow
- Less evaluative

ANNUAL VALUATION
For Managers & Staff

Michigan Medicine encourages year-round collaboration between Leaders and Direct Reports, with a focus on positive development, and the value (hence "Valuation") that our employees bring to Michigan Medicine.

For your reference, there are a number of resources available to support you during this process:

- Performance Valuation Overview Video
- The 1-Year Performance Management Roadmap for your use throughout the year
- Exploration Questions to encourage impactful conversations between Leaders and Direct Reports.
- Feel free to reference our performance evaluation resources.

MICHIGAN MEDICINE CORE VALUES (A)

CORE VALUES DEFINITION:
Principles or standards of behavior; one’s judgment of what is important in the way we work. Core values apply to everyone employed within Michigan Medicine.

Integrity • Caring • Teamwork • Innovation • Safety & Excellence

How often does this person engage in this behavior?

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<tr>
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<th>Self Valuation</th>
<th>Leader’s Valuation</th>
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<td>5</td>
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1. INTEGRITY: (tentative definition) Building trust by adhering to the highest ethical standards, practicing truth and transparency of thoughts, words and actions.

2. CARING: (tentative definition) Treating everyone with dignity and kindness; promoting the health and well-being of self and our surrounding community in body, spirit and mind.

3. TEAMWORK: (tentative definition) Working together with a common purpose where every individual has a voice to contribute.

4. INNOVATION: (tentative definition) Cultivating a spirit of creativity that inspires new ideas and ways of thinking; searching for new solutions.

Summary of Michigan Medicine Core Value Behaviors: include supporting comments, strengths, and areas of focus to ensure success. Use corresponding number where applicable.
Major changes to the Valuation for FY19

- Easier to follow
- Less evaluative
- More flexible
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Major changes to the **Valuation** for FY19

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- More flexible
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Major changes to the **Valuation** for FY19

**Easier to follow**
Major changes to the **Valuation** for FY19

Easier to follow
Major changes to the Valuation for FY19

Easier to follow

More flexible
FY19

- Performance Valuation encouraged but optional. "Old" Staff and Leadership forms can be used instead if desired. All documents are posted on the HR Performance Evaluation Resources site.
- Performance Valuation Overview video available On-Demand
- Hosting "SMART Goal Setting" sessions: Mar 14 (8-10 NCRC), May 20 (2-4 Danto), Jun 21 (2-4 Danto), Jul 16 (8-10 Danto), Aug 16 (2-4 NCRC) ← Login to My LINC (Class: MMHR_BPPM13000) or Contact Tarnisha McLaughlin
- Hosting Best-Practice sessions: May 8 (3-5pm Danto), May 29 (1-3pm Danto), June 6 (8-10am Med Sci 1), June 26 (8-10am NCRC) ← Sign Up Here or Contact Whitney Williams
- Hosting In-Person Performance Valuation Overview & Support: Apr 24 (12-1:30pm NCRC), May 17 (8-9:30 Ford Aud), Jun 10 (12-1:30pm Ford Aud) ← Just show up or Contact Brian Cole

FY20

- Performance Valuation replaces “Old” Staff and Leadership forms
- Quarterly Best-Practice sessions focusing on topics of focus for that quarter
Feedback & Q&A

Thank you for your time!

Bonus: A video preview of the FY19 Valuation is available here.