Themes from the Employee Design Sessions

	Session 1: Morning					Session 2: Afternoon				
Employees Attended	70					59				
Pre-Session Survey*	1	2	3	4	5	1	2	3	4	5
Our performance management system meets my needs as an employee.		2.2					2.1			
Participation in our performance management program enhances communication with my supervisor.		2.8					2.9			
Our performance management program supports my development.		2.3					2.1			
I am hopeful we can design a performance support program that will contribute positively to the culture at WKU.				4.3					4.1	
I am hopeful we can design a performance support program that will increase my effectiveness as an employee.				4.3					4.0	
Post-Session Survey*	1	2	3	4	5	1	2	3	4	5
I found this session informative.				4.0				3.7		
I am hopeful we can design a performance support program that will contribute positively to the culture at WKU.				4.1				3.8		
I am hopeful we can design a performance support program that will increase my effectiveness as an employee.				4.0				3.8		
I feel optimistic about the direction we are headed with the changes to Performance Development.			3.9					3.4		
I will implement my 15% solution.				4.4					4.3	

Note: Left axis labeled "Strongly Disagree", right axis labeled "Strongly Agree" for both survey sections.

➢ Employees would like a simple, easily understood performance development program that fosters a positive, trusting, and growth oriented working relationship with supervisors

➢ There is general consensus that the new performance development program needs to have clearly identified expectations and outcomes. This includes an expectation of training, ongoing communication, readily available support, and continuous, real-time program improvement

➢ They would like a program that includes easily understood, applicable, and attainable goals, multi-source feedback from informed sources (i.e., sources that adequately understand their job duties and responsibilities), and expectations that supervisors will provide feedback according to standards

➢ Employees feel the success of the program is dependent on the accountability, independent authority, and objectivity of their Supervisors. They would like supervisors to be held accountable for encouraging employee development

➢ As a component of the new program, employees seek recognition in the form of training, professional development opportunities (i.e., conferences, skills based classes, events to exchange ideas across departments), and a clearly laid out path for advancement based on their contributions to WKU

➢ There is a strong request that the new program be efficient and not-time consuming. Employees would also like job description discussions, access to their job descriptions, and the ability to make regular updates

➢ Overall, employees seek a clearly communicated, fair performance program that will provide a positive work culture that promotes increased engagement, encouragement of others, continuous feedback, and meaningful recognition

Data were collected using a web-based application called Mentimeter.

✶ Sibson Consulting