

# Anesthetic for the Performance Appraisal Root Canal: Pain-Free Urgency & Accountability

Done well, performance management shapes organizational culture, drives profitable growth, and engages and retains a productive workforce. But performance management is generally deemed ineffective. Many managers would rather endure a root canal rather than deliver a performance appraisal. Insights into performance management can be learned by studying neuroscience principles. This session explores those principles and provides practical guidelines for enhancing performance management in your organization. Apply these principles to make performance management painless and powerful.

## Learning Objectives:

- Clearly set expectations so employees embrace their responsibilities and are full aligned with their team
- Apply understanding of the brain's perception of threat and reward to set goals that engage employees
- Apply understanding of how the brain learns and makes decisions to provide powerful feedback and performance coaching that is highly valued by employees
- Transform the performance appraisal process from a dreaded event to a capstone for the business cycle that recognizes and reinforces accomplishments and lights a booster rocket for performance into the next business cycle.



## Kim E. Ruyle



Kim Ruyle is President of Inventive Talent Consulting, LLC, a Miami-based firm that provides strategic talent management and organizational development consulting for leading global organizations. He is an Independent Master Associate in Korn Ferry's Global Associate Network.

Kim has 30 years of experience in human resources, organizational development, and general management. Previously, he spent six years with Korn/Ferry Leadership and Talent consulting, most of it serving as Vice President of Research & Development where he led the development of numerous robust talent management tools, assessments, and thought leadership. Prior to joining Korn/Ferry, Kim was director of learning and development for Siemens Logistics and Automation Systems, where he was responsible for strategic HR practices including succession planning, performance management, and employee development. Previously, Kim managed learning and development processes and technology for Deere & Company, founded and ran a software company, and taught at four universities.

**Thursday, September 8, 2016 – 7:30 a.m. (Maumee)**  
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