Gaining Control in Order to Grow: Opportunities through Performance Management

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Introductions

What do you hope to gain from this session?
Performance Management at MSU

How have we evolved?

- Support staff process
- Academic process
Think about a time when you were on your game.

What did that feel like?
Framework for Building a High Performance Culture

1. Implement an effective performance management process
2. Create empowerment and authority
3. Increase leadership capability at all levels
4. Develop an organization-centric strategy
5. Increase communication and collaboration
6. Enhance training and development

- From Gallup, 2013
Implement an Effective Performance Management Process

- Engaged participation
- Goals & Development opportunities
- Input and idea sharing

What can you do to make the most of the current performance management approach at MSU?
Create Empowerment and Authority

- Build credibility
- Take risks: put your ideas out there
- Create opportunities for improvement

What steps can you take to put yourself in a more empowered position?
Increase Leadership Capacity at all Levels

- Leadership isn’t a title, it’s a combination of actions and behaviors
- Inspire trust, respect & engagement
- Develop strategy to bring us forward

What are ways that you can demonstrate leadership, regardless of your role?
Develop an Organization-Centric Strategy

- Bolder by Design
- Direction, Alignment, Commitment
- MSU Mission Statement
MSU Mission Statement

The following statement was approved by the Board of Trustees on April 18, 2008.

Michigan State University, a member of the Association of American Universities and one of the top 100 research universities in the world, was founded in 1855. We are an inclusive, academic community known for our traditionally strong academic disciplines and professional programs, and our liberal arts foundation. Our cross- and interdisciplinary enterprises connect the sciences, humanities, and professions in practical, sustainable, and innovative ways to address society’s rapidly changing needs.

As a public, research-intensive, land-grant university funded in part by the state of Michigan, our mission is to advance knowledge and transform lives by:

- providing outstanding undergraduate, graduate, and professional education to promising, qualified students in order to prepare them to contribute fully to society as globally engaged citizen leaders
- conducting research of the highest caliber that seeks to answer questions and create solutions in order to expand human understanding and make a positive difference, both locally and globally
- advancing outreach, engagement, and economic development activities that are innovative, research-driven, and lead to a better quality of life for individuals and communities, at home and around the world

What resonates with you about this? Does it align with your values?
Increase Communication and Collaboration

- Move past tendency to reinforce silos
- Share information
- Learn from others

What can you do to reach across silos?
Enhance Training and Development

- Learning culture
- Increase opportunity
- Time and resources
- Just in time options

What can you do to take an active role in furthering your own development?
Closing Thoughts