



Washington Area Compensation and Benefits Association

Your Compensation and Benefits Networking Resource

WACABA is pleased to present:

Performance Feedback

Thursday, February 16, 2012

**Hosted at the Fairfax County Government Center, Fairfax, VA
Presented by Tom Edgar, President, T.R. Edgar & Associates**

Summary

Organizations have been attempting to provide feedback to employees about their performance since the Wei Dynasty – maybe before. Lots has changed during that time but no one seems to have been able to find a practical solution to giving employees honest, objective, constructive behavioral feedback that is understood, positively received, and responded to. Many managers hate doing Performance Appraisals, most employees find them ineffective, if not down right insulting, and a large percentage of corporate America is revising their system every year.

Come hear Tom Edgar, President of T.R. Edgar & Associates, talk about his experience on this subject, experiences which have spanned decades. During that time, Performance Feedback has seen trends such as MBO, BARS (Behavioral Anchored Rating Scales), Likert Scales, Trait Rating Scales, Self Assessments, 360 degree feedback, group assessments, and more. Today, there are books that contain hundreds of phrases that can be used to fill up the space on the Performance Feedback Form to keep the “HR Police” away from your door. Is there an answer to this dilemma? Can the fundamental human issues that create most of the problems be solved? Well, says Tom, maybe not totally but there is an approach which has, and continues, to work better than anything else I have seen or experienced. When you hear him describe it, you will smile and say that is pretty simple. Maybe I should try it.

About Our Presenter

Tom Edgar is a experienced Human Resources practitioner who has been managing his own practice since 1992. Prior to that, Tom worked for 2 large, and highly successful, government contractors where he led the Human Resources organizations during their periods of rapid and sustained growth. He has worked with dozens of companies from coast to coast both private and public and profit, non-profit in the development and implementation of Performance Feedback Programs.

Tom Holds an undergraduate degree from Boston University and a Master’s degree from Central Michigan University where he completed his Master’s project on the subject of – you guessed it – Performance Feedback.



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Agenda

February 16, 2012	8:30–9:00 am	Registration & Breakfast
	9:00–11:00 am	Program

Cost

- Included in annual dues for members and non-members who join prior to the program or at the door – annual WACABA membership is \$100.
- \$45 for non-joining non-members

Location

Fairfax County Government Center
12000 Government Center Parkway
Conference Center, Room 4/5
Fairfax, VA 22035

Driving from Capital Beltway, I-495 exit I-66 West

- Exit 55B, onto Fairfax County Parkway North (Route 7100)
- Right turn onto Fair Lakes Parkway East
- Right turn at light onto Monument Drive
- Right turn at light onto Government Center Parkway
- Government Center to your left and Pennino and Herrity Buildings to your right

Driving east on I-66 from Manassas

- Exit 55B, onto Fairfax County Parkway North (Route 7100)
- Right turn at light onto Fair Lakes Parkway East
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Register !

Register online at www.wacaba.org.