

## CHLNet/LEADS Canada Webinar

**“Changing Culture one Conversation at a Time”**  
**Wednesday, November 13, 2019, 12pm-1pm EST**

Performance reviews have long been touted as an excellent one-on-one discussion tool for employees and their supervisors. A performance review is guaranteed time in which an employee has the full and undivided attention of their supervisor where they can discuss performance successes and concerns, their goals and aspirations, and tangibly make plans to improve performance. That sounds great, but the truth is our organization (Alberta Health Services/AHS) has been struggling with the efficacy of this process. Over the years, there have been a variety of concerns expressed, including: it’s too time consuming; the standards are unsustainable for leaders with large spans of control; low or no value for both the employee and organization; and candidly, in the end there is no actual measurable difference in performance. Which, believe it or not, is good news – because we’ve found research that indicates ratings-based performance reviews tend to cause long term drops in performance. Come join us to chat about how we at AHS have evolved our process to one that has become an ongoing and meaningful coaching conversation that is achieving better results and improving employee well-being.

In this webinar we will share:

- Our impetus to change;
- Why we choose the approach we chose; and,
- What we hope the impact will be.

Moderated by Kelly Grimes, Executive Director of CHLNet, the webinar will continue this informative and lively discussion. **To register, please click here.**

### Guest Speakers



**Stevie Colvin** is the manager of Organizational Effectiveness and Development at Alberta Health Services where she leads a team dedicated to increasing organizational effectiveness through planned change in processes and systems.

**Alana Casement** is a talent development, coaching and change specialist. She works in the Organizational Effectiveness and Development department at Alberta Health Services to facilitate sustainable health system improvement.



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