

# **Direct Report Employee Feedback Tracker**

**Peter R. Garber**

Ask a Manager Alison Green, 2018-05-01 From the creator of the popular website Ask a Manager and New York's work-advice columnist comes a witty, practical guide to 200 difficult professional conversations—featuring all-new advice! There's a reason Alison Green has been called “the Dear Abby of the work world.” Ten years as a workplace-advice columnist have taught her that people avoid awkward conversations in the office because they simply don't know what to say. Thankfully, Green does—and in this incredibly helpful book, she tackles the tough discussions you may need to have during your career. You'll learn what to say when • coworkers push their work on you—then take credit for it • you accidentally trash-talk someone in an email then hit “reply all” • you're being micromanaged—or not being managed at all • you catch a colleague in a lie • your boss seems unhappy with your work • your cubemate's loud speakerphone is making you homicidal • you got drunk at the holiday party Praise for Ask a Manager “A must-read for anyone who works . . . [Alison Green's] advice boils down to the idea that you should be professional (even when others are not) and that communicating in a straightforward manner with candor and kindness will get you far, no matter where you work.”—Booklist (starred review) “The author's friendly, warm, no-nonsense writing is a pleasure to read, and her advice can be widely applied to relationships in all areas of readers' lives. Ideal for anyone new to the job market or new to management, or anyone hoping to improve their work

experience.”—Library Journal (starred review) “I am a huge fan of Alison Green’s Ask a Manager column. This book is even better. It teaches us how to deal with many of the most vexing big and little problems in our workplaces—and to do so with grace, confidence, and a sense of humor.”—Robert Sutton, Stanford professor and author of *The No Asshole Rule* and *The Asshole Survival Guide* “Ask a Manager is the ultimate playbook for navigating the traditional workforce in a diplomatic but firm way.”—Erin Lowry, author of *Broke Millennial: Stop Scraping By and Get Your Financial Life Together*

*Fast Feedback* Bruce Tulgan, 1999 Annotation A straightforward workplace communication system designed to generate brief, results-oriented information exchanged between employees and their managers. The system is easy to learn and implement, and will produce immediate results in the workplace. This concise book includes clear and simple explanations, examples from real workplace case studies, concrete action steps, and brainstorming ideas.

The Making of a Manager Julie Zhuo, 2019-03-19 Instant Wall Street Journal Bestseller! Congratulations, you're a manager! After you pop the champagne, accept the shiny new title, and step into this thrilling next chapter of your career, the truth descends like a fog: you don't really know what you're doing. That's exactly how Julie Zhuo felt when she became a rookie manager at the age of 25. She stared at a long list of logistics--from hiring to firing, from meeting to messaging, from planning to pitching--and faced a thousand questions and uncertainties. How was she supposed to spin teamwork into

value? How could she be a good steward of her reports' careers? What was the secret to leading with confidence in new and unexpected situations? Now, having managed dozens of teams spanning tens to hundreds of people, Julie knows the most important lesson of all: great managers are made, not born. If you care enough to be reading this, then you care enough to be a great manager. *The Making of a Manager* is a modern field guide packed everyday examples and transformative insights, including: \* How to tell a great manager from an average manager (illustrations included) \* When you should look past an awkward interview and hire someone anyway \* How to build trust with your reports through not being a boss \* Where to look when you lose faith and lack the answers Whether you're new to the job, a veteran leader, or looking to be promoted, this is the handbook you need to be the kind of manager you wish you had.

**The Feedback Imperative** Anna Carroll, 2014-07-08 See faster results through everyday feedback. *The Feedback Imperative: How to Give Everyday Feedback to Speed Up Your Team's Success* reveals the hidden reasons why giving feedback to employees can be so difficult and yet so urgently needed in today's workplace, and provides the definitive steps for overcoming feedback avoidance and taking great leaps forward with employee engagement, retention, and performance. Anna Carroll applies her extensive research and expertise in business consulting and psychology to illustrate how brain science, generational trends, our information economy, limiting beliefs, and

organizational culture collide in the new workplace, creating a huge gap between the supply and demand of helpful professional feedback. In her “Seven Steps to Everyday Feedback” and sixteen tools for self-assessment and planning, Carroll provides detailed instructions for leaders to execute a feedback turnaround that will quench their team members’ thirst for helpful feedback and build a culture in which employee-to-leader and peer-to-peer feedback are welcome as well.

*Giving Feedback* ,2007-01-16 Good feedback is essential to helping employees perform better at work. It lets people know when they are meeting or exceeding expectations, and when they need to get back on the right track. This practical guide shows managers how to develop and refine this necessary skill.

**Giving and Receiving Performance Feedback** Peter R. Garber,2004 If you dread delivering performance reviews and you know the people getting reviewed dread it the same way, prepare them and yourself with this quick read that makes a convincing case for the necessity of balanced feedback. All you'll need to do is tag half a dozen pages with post-it notes and pass this book around to your direct reports before the next round of reviews.

**A Great Place to Work For All** Michael C. Bush,2018-03-13 Cover -- Half Title -- Title -- Copyright -- Dedication -- Contents -- Foreword A Better View of Motivation -- Introduction A Great Place to Work For All -- PART ONE Better for Business -- Chapter 1 More Revenue, More Profit -- Chapter 2 A New

Business Frontier -- Chapter 3 How to Succeed in the New Business Frontier --  
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**A Modern Approach to Performance Feedback** Ben Locwin, 2014-09-22 Many managers are uncomfortable delivering feedback to employees. But better feedback leads to better performance. Without feedback, employees can't improve. In this issue of TD at Work, Ben Locwin provides a modern approach to giving performance feedback. He discusses: · the importance and challenges of giving feedback · why performance feedback discussions go wrong · how to personalize feedback discussions for the recipient · considerations for measuring the effectiveness of these discussions · tools to assist managers in providing feedback more effectively.

**Performance Management For Dummies** Herman Aguinis, 2019-05-29 Implement best-in-class performance management systems Performance Management For Dummies is the definitive guide to infuse performance management with your organization's strategic goals and priorities. It provides the nuts and bolts of how to define and measure performance in terms of what employees do (i.e.,

behaviors) and the outcome of what they do (i.e., results) – both for individual employees as well as teams. Inside, you'll find a new multi-step, cyclical process to help you keep track of your employees' work, identify where they need to improve and how, and ensure they're growing with the organization—and helping the organization succeed. Plus, it'll show managers to C-Suites how to use performance management not just as an evaluation tool but, just as importantly, to help employees grow and improve on an ongoing basis so they are capable and motivated to support the organization's strategic objectives. Understand if your performance management system is working Make fixes where needed Get performance evaluation forms, interview protocols, and scripts for feedback meetings Grasp why people make some businesses more successful than others Make performance management a useful rather than painful management tool Get ready to define performance, measure it, help employees improve it, and align employee performance with the strategic goals and priorities of your organization.

*Performance Feedback* Peter R. Garber, 2008 Learn how to design and implement a performance feedback program that will help employees take performance to a higher level. The advice, tips, models and tools described in *Performance Feedback* will help you give more complete feedback to your employees. They will better understand what is expected of them and how they can improve in specific areas to meet the organization's expectations. The book consists of four chapters that cover the importance of feedback, developing a formal

feedback system, using formal performance feedback and other types of feedback. Once you implement the performance feedback process outlined in this book, everyone will benefit. This book is part of the HR Skills Series designed to help managers plan for and manage changes in such areas as consumer demand, workforce turnover, production, and performance standards.

*Radical Candor* Kim Malone Scott, 2017-03-28 *Radical Candor* is the sweet spot between managers who are obnoxiously aggressive on the one side and ruinously empathetic on the other. It is about providing guidance, which involves a mix of praise as well as criticism, delivered to produce better results and help employees develop their skills and boundaries of success. Great bosses have a strong relationship with their employees, and Kim Scott Malone has identified three simple principles for building better relationships with your employees: make it personal, get stuff done, and understand why it matters. *Radical Candor* offers a guide to those bewildered or exhausted by management, written for bosses and those who manage bosses. Drawing on years of first-hand experience, and distilled clearly to give actionable lessons to the reader, *Radical Candor* shows how to be successful while retaining your integrity and humanity. *Radical Candor* is the perfect handbook for those who are looking to find meaning in their job and create an environment where people both love their work, their colleagues and are motivated to strive to ever greater success.

*Make Work Better* Doug Dennerline, Jamie Aitken, 2023-05-23 It's time to make

performance management work. We've moved on from antiquated tools like typewriters or checkbooks, but bosses still rely on the same annual performance review process to manage employees the same way they did 70 years ago. It fails our modern hybrid workplaces and it doesn't improve performance, especially for today's millennial and Gen-Z workforce. It succeeds only in lowering employee engagement, undermining trust in management, decreasing transparency, and increasing turnover. There must be a way to make work better for all of us. There is. Make Work Better shows HR, leaders, and middle managers the modern path to better employee performance, amplified engagement and company culture, and more empowered people. Readers will learn how to: Make goals and OKRs more useful, more often for everyone Eliminate ratings and implement a promotion process that reflects reality and retains employees Make check-ins more productive at better intervals for managers and reports Teach everyone to better deliver and receive more effective structured and unstructured feedback Make recognition count, and create formal development paths for high performers Use data to make the right people decisions and eliminate bias Structure your organization to maximize the impact of HR and People Operations Featuring front line insights from adopters of the process at Google, Intuit, Vertiv, Pepsico, and other leading organizations, Make Work Better gives readers everything they need to improve their organization from wherever they sit.

**Giving Feedback to Subordinates** Raoul Buron, Dana McDonald-Mann, 1999-05-01

Providing specific information about performance is key to developing the people who report to you. This guidebook tells you how to give your subordinates effective feedback so they can work more effectively, develop new skills, and grow professionally.

Your First Leadership Job Tacy M. Byham, Richard S. Wellins, 2015-04-27  
Becoming the Very Best First-Time Leader Congratulations! You're now in charge. Perhaps it's your first time as a leader, or maybe you want to fine-tune your skills. Either way, you've begun one of the most rewarding chapters of your career. But, like many beginnings, the first few years can be challenging. Fortunately, you don't have to tackle this challenge on your own. Your First Leadership Job gives you practical advice straight from others who have walked in your shoes. Not only does it include dozens of tools to ensure your success, but it's also based on the authors' and DDI's extensive experience and research, which ultimately has led to the development of millions of leaders around the world. In fact, a quarter-million leaders will be developed this year alone via DDI training. Your First Leadership Job is divided into two sections. Part 1 introduces the concept of catalyst leader—one who sparks energy, passion, and commitment in others. Your transition to catalyst leader is a major step in your leadership journey. This book provides essential tips to put you on the catalyst path. Ultimately, leadership is about the many conversations—frequent, clear, authentic, and occasionally difficult—that you will have daily. Your First

Leadership Job builds awareness of the fundamental skills you'll come to rely on to make every one of these interactions successful. Part 2 devotes 13 chapters to critical core leadership competencies, including coaching for success, hiring the best employees, turning dreaded appraisals into discussions that propel performance, and handling difficult employees. It also includes a chapter for first-time female leaders. Look at Your First Leadership Job as an indispensable companion to becoming an awesome leader—one who will make a positive, lasting impact on your team, family, and career. Visit [www.yourfirstleadershipjob.com](http://www.yourfirstleadershipjob.com) to learn more.

Making Common Sense Common Practice Victor R. Buzzotta, 1997-09-26 The business world today is full of buzzwords such as empowerment, teamwork, and continuous improvement. In a desperate attempt to get a jump on the competition, many business leaders are so busy searching for the next big idea that something important is being overlooked—common sense! Making Common Sense Common Practice tells you how to get full use of the most powerful management tool around—your own common sense. Learn how to trust yourself when it comes to making leadership decisions and sound judgments. Learn how to take tension that sidetracks high performance and turn it into an energizing, creative force. Learn how to use what you already know! Using five common sense techniques, you will discover how to lead your people to build a high-performance organization. Grounded on the common sense principle that manager-leaders are regulators of tension in the workplace, Making

Common Sense Common Practice discusses pragmatic actions that raise and lower tension, keeping it in the constructive, energizing range. These actions are woven into a step-by-step program that result in optimal performance for your organization.

HBR Guide to Delivering Effective Feedback (HBR Guide Series) Harvard Business Review, 2016-04-19 Take the stress out of giving feedback. To help your employees meet their goals and fulfill their potential, you need to provide them with regular feedback. But the prospect of sharing potentially negative news can be overwhelming. How do you construct your message so that it's not only well received but also expressed in a way that encourages change? Whether you're commending exemplary work or addressing problem behavior, the HBR Guide to Delivering Effective Feedback provides you with practical advice and tips to transform any performance discussion—from weekly check-ins to annual reviews—into an opportunity for growth and development. You'll learn to: Establish trust with your direct reports Assess their performance fairly Emphasize improvement, even in criticism React calmly to a defensive feedback recipient Recognize and motivate star performers Create individualized development plans Arm yourself with the advice you need to succeed on the job, from a source you trust. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

**The Art and Science of 360 Degree Feedback** Richard Lepsinger, Anntoinette D.

Lucia,2009-01-12 More and more organizations are using 360-degree feedback to provide an opportunity to talk about key changes. This second edition of the best-selling book includes research and information that more accurately reflects who is using 360-degree feedback and where and how it is being used. In addition, the authors incorporate information about the impact of advances in technology and the more global and virtual work environment. This new edition includes case examples, tips, and pointers on preparing 360-degree feedback and information on how to implement it.

State of The Global Workplace Gallup,2017-12-19 Only 15% of employees worldwide are engaged at work. This represents a major barrier to productivity for organizations everywhere – and suggests a staggering waste of human potential. Why is this engagement number so low? There are many reasons – but resistance to rapid change is a big one, Gallup’s research and experience have discovered. In particular, organizations have been slow to adapt to breakneck changes produced by information technology, globalization of markets for products and labor, the rise of the gig economy, and younger workers’ unique demands. Gallup’s 2017 State of the Global Workplace offers analytics and advice for organizational leaders in countries and regions around the globe who are trying to manage amid this rapid change. Grounded in decades of Gallup research and consulting worldwide -- and millions of interviews -- the report advises that leaders improve productivity by becoming far more employee-centered; build strengths-based organizations to

unleash workers' potential; and hire great managers to implement the positive change their organizations need not only to survive – but to thrive.

Giving Effective Feedback (HBR 20-Minute Manager Series) Harvard Business Review, 2014-10-21 Whether you're dealing with a problem employee or praising the good work of a colleague, you need to communicate in a way that promotes positive change in others. Giving Effective Feedback quickly walks you through the basics of delivering feedback that gets results, including: Choosing the right time to talk Engaging in productive dialogue Helping both star and struggling performers Developing a plan for effective follow-up Don't have much time? Get up to speed fast on the most essential business skills with HBR's 20-Minute Manager series. Whether you need a crash course or a brief refresher, each book in the series is a concise, practical primer that will help you brush up on a key management topic. Advice you can quickly read and apply, for ambitious professionals and aspiring executives--from the most trusted source in business. Also available as an ebook.

HBR Guides to Performance Management Collection (4 Books) (HBR Guide Series) Harvard Business Review, Mary Shapiro, 2017-11-14 If you manage a team, you need to be able to measure and manage their performance. From establishing a performance review cycle and building toward your year-end assessment, to providing individual feedback and coaching and establishing group cohesion and accountability, this collection teaches you the skills you need to inspire your team to greater success. This specially priced four-

volume set includes books from the HBR Guide series on the topics of Performance Management, Coaching Employees, Delivering Effective Feedback, and Leading Teams. You'll learn how to: Set--and adapt--employee and team goals Assess performance fairly Coach your employees through tough situations React calmly if someone gets defensive when you deliver feedback Create plans for individual development Rethink how you use performance ratings Avoid burnout on your team Foster group camaraderie and cooperation Hold your team accountable Arm yourself with the advice you need to succeed on the job, with the most trusted brand in business. Packed with how-to essentials from leading experts, the HBR Guides provide smart answers to your most pressing work challenges.

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