

Painless

Performance Conversations

A Practical Approach to Critical Day-to-Day Workplace Discussions



MARNIE E. GREEN

IPMA-CP, Principal Consultant

www.PainlessPerformanceConversations.com

“You want people walking away from the conversation with some kernel of wisdom or some kind of impact.”

Harry Dean Stanton



“Knowing the performance management road will be a long and challenging one, prepare yourself for the journey.”



“The great danger for most of us lies not in setting our aim so high that we miss it, but in setting our aim so low that we reach it.”

Michelangelo



“If you align expectations with reality, you will never be disappointed.”

Terrell Owens



“Your beliefs don’t make you
a better person. Your
behavior does.”

Unknown



“Peak performance begins with
your taking complete
responsibility for your life and
everything that happens to
you.”

Brian Tracy



“A well-placed, powerful question has the ability to shift an employee’s focus faster than a day of lectures.”



“Leadership is the art of getting someone else to do something you want done because he wants to do it.”

Dwight D. Eisenhower



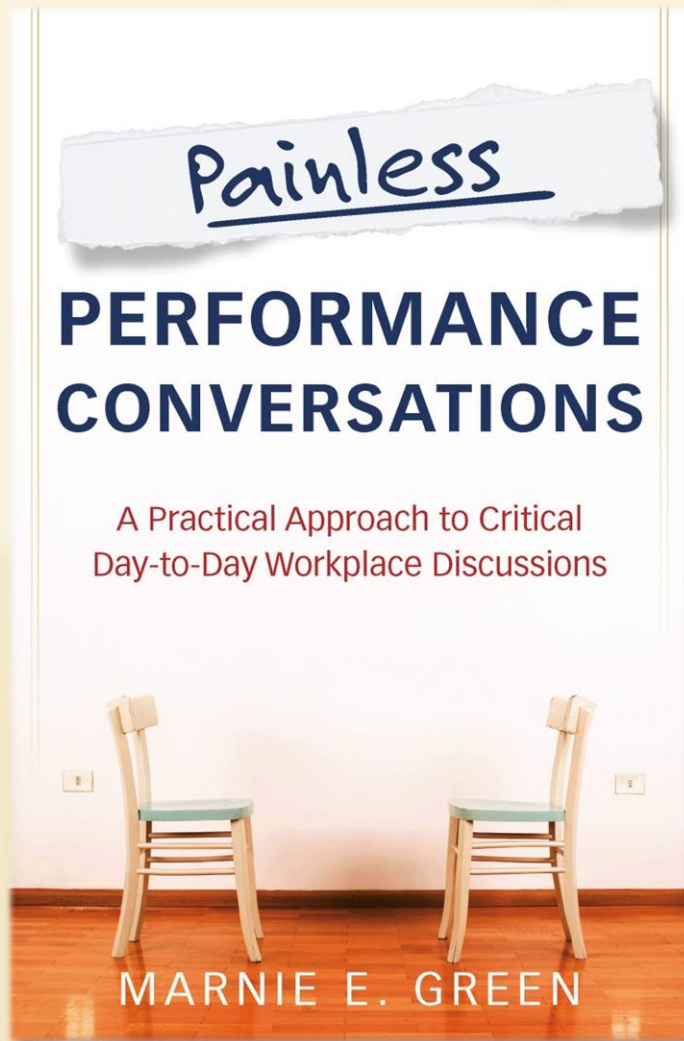
“One of the best ways to learn how to manage performance is to model your behaviors after others you admire.”



“We are remembered for what we say (or don’t say) and for how it was said.”

Jim Manton





Painless Performance Conversations:

A Practical Approach to Critical
Day-to-Day Workplace Discussions

Order your copy at any of the following
booksellers:



Marnie E. Green

www.ManagementEducationGroup.com

“The expectations in your mind are meaningless if the employee doesn’t see the same picture.”



“The reality is in what a
person cannot reveal
to you.”

Kahlil Gibran



“A man can fail many times,
but he isn’t a failure until he
begins to blame somebody
else.”

John Burroughs



“By clearly defining how you see the end product, the employee is more likely to envision it as you do.”



Painless

Performance Conversations

A Practical Approach to Critical Day-to-Day Workplace Discussions



MARNIE E. GREEN

IPMA-CP, Principal Consultant

www.PainlessPerformanceConversations.com

“High achievement always
takes place in the framework
of high expectations.”

Charles F. Kettering



“The trick is to filter your assumptions before they cloud your conclusions.”



“Men occasionally stumble
over the truth, but most of
them pick themselves up and
hurry off as if nothing ever
happened.”

Winston Churchill



“When you blame others,
you give up your power to
change.”

Unknown



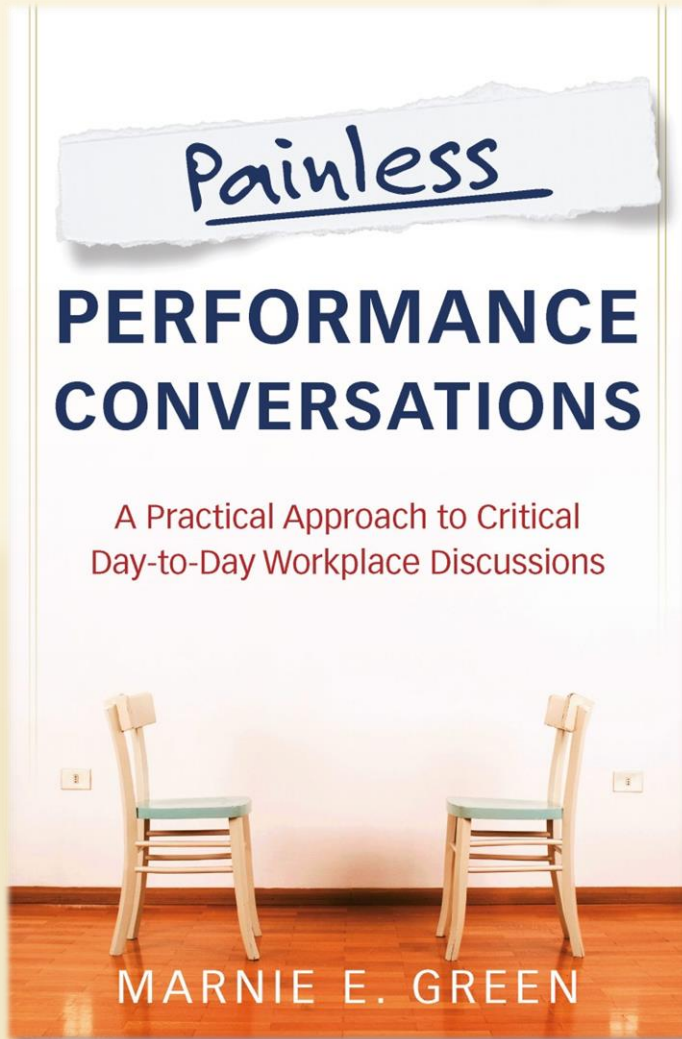
“To be able to ask a question clearly is two-thirds of the way to getting it answered.”

Sam Ruskin



“Focus on what you can control: the future. Let go of what you can’t: the past.”





Painless Performance Conversations:

A Practical Approach to Critical
Day-to-Day Workplace Discussions

Order your copy at any of the following
booksellers:



Marnie E. Green

www.ManagementEducationGroup.com

“Each person’s life is lived as
a series of conversations.”

Deborah Tannen



“No man would listen to you talk if he didn’t know it was his turn next.”

E.W. Howe



“Once team performance expectations are established, from the organization’s perspective and from your personal perspective, brace yourself for change.”



“One person can be a change catalyst, a “transformer” in any situation, in any organization.”

Stephen R. Covey



“Effective management always means asking the right question.”

Robert Heller



“By “guts” I mean, grace
under pressure.”

Ernest Hemingway



“It’s easier to ask an employee
to **do** something differently
than it is to ask him or her to
be someone different.”



“I have no special gift. I
am only passionately
curious.”

Albert Einstein



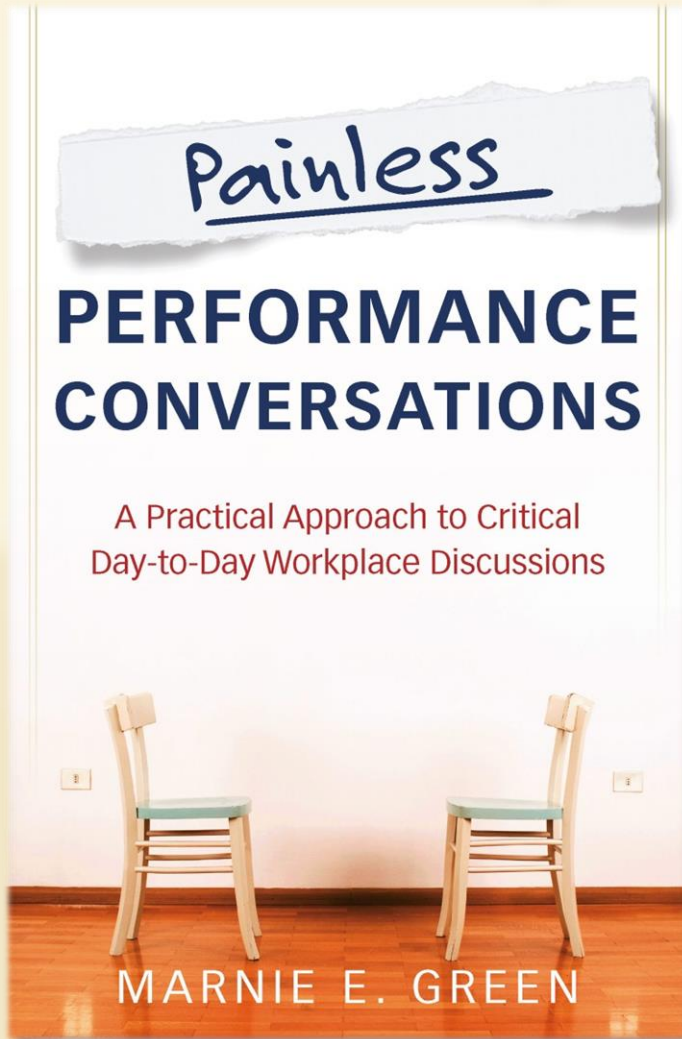
“In preparing for battle I have always found that plans are useless, but planning is indispensable.”

Dwight D. Eisenhower



“Build your confidence by tackling the toughest issue today. The sooner you address the issue, the sooner the employee can begin making improvements.”





Painless Performance Conversations:

A Practical Approach to Critical
Day-to-Day Workplace Discussions

Order your copy at any of the following
booksellers:



Marnie E. Green

www.ManagementEducationGroup.com