



# HR Answers: Four Steps To Effective Performance Management

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Bert Brannen and Ted Boehm co-authored the article "HR Answers: Four Steps to Effective Performance Management" was featured in *CUES* on July 1, 2014.

Performance management is not just about dealing with the poor performers. Instead, it is a holistic process that begins with getting the right people, setting employee expectations, and coaching employees to do the best work they can, not only to benefit the credit union but also to develop the employee along his or her career path. Successful implementation of these three steps will help you avoid the last step: terminating poor performers or employees who do not fit your credit union.

Step 1: Getting the Right People

Step 2: Setting Expectations

Step 3: Performance Coaching

Step 4: Getting Rid of Poor Performers

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