**Performance Partnership Program**

A. Assumptions

Two basic activities – each equally important

Recognize good performance

Eliminate poor performance

B. Steps

1. identify the problem by determining actual performance and determining desired performance

2. determine the cause, either deficiency in execution and then fix it or deficiency in knowledge, provide training

3. Is there a positive change, if yes, provide recognition, if not conduct a performance improvement discussion

4. if this doesn’t work then performance improvement discussion has work performance reminder, if that fails, written reminder, if that fails decision making leave (with pay), if that fails discharge. In each case if it succeeds, then provide recognition

C. Perceptions

Need to gain agreement that problem exists, more likely to fix it

How to gain agreement