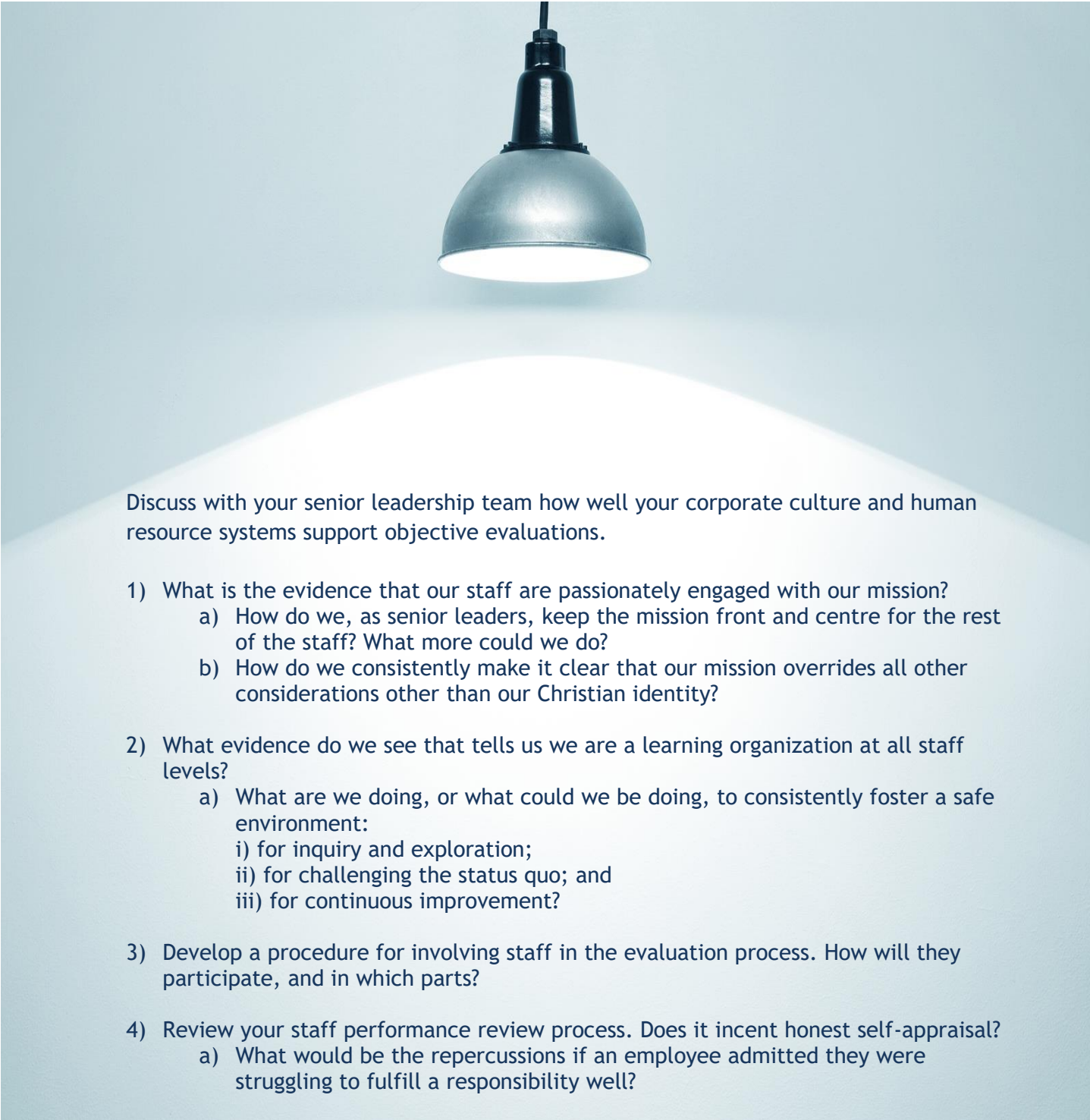


Christian Leadership Reflections

Discussion Guide

EVALUATION: AVOIDING THE BLAME GAME

https://www.cccc.org/news_blogs/john/2018/03/19/evaluation-avoiding-the-blame-game



Discuss with your senior leadership team how well your corporate culture and human resource systems support objective evaluations.

- 1) What is the evidence that our staff are passionately engaged with our mission?
 - a) How do we, as senior leaders, keep the mission front and centre for the rest of the staff? What more could we do?
 - b) How do we consistently make it clear that our mission overrides all other considerations other than our Christian identity?
- 2) What evidence do we see that tells us we are a learning organization at all staff levels?
 - a) What are we doing, or what could we be doing, to consistently foster a safe environment:
 - i) for inquiry and exploration;
 - ii) for challenging the status quo; and
 - iii) for continuous improvement?
- 3) Develop a procedure for involving staff in the evaluation process. How will they participate, and in which parts?
- 4) Review your staff performance review process. Does it incent honest self-appraisal?
 - a) What would be the repercussions if an employee admitted they were struggling to fulfill a responsibility well?