

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/

Discussion Questions

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 for:
 - i. inquiry and exploration,
 - ii. challenging the status quo, and
 - iii. 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?