

Best Practices in Performance Appraisals

Webinar #T3027

DATE AND TIME

March 29, 2016
12:30 - 2:00 p.m. CT

OVERVIEW

The higher the position within an organization, the less likely you are to have quality feedback. Since the board is ultimately responsible for high levels of executive management performance, this presentation focuses on using best practices to appraise the only employee who reports directly to this group – the CEO. Assessing CEOs clarifies roles, responsibilities and job expectations. The process also offers insight into his/her strengths and opportunities for improvement and performance. Assessments may be tied to pay and/or required by Joint Commission. Performance reviews are critical for the development and accountability of healthcare organizations' CEOs and their boards.

TARGET AUDIENCE

CEOs and board members.

OBJECTIVES

- Understand the importance of thorough, structured, systematic and fair CEO performance appraisals.
- Differentiate between myths and facts related to appraisals.
- Discuss how to develop and conduct evaluations.
- Analyze roles of the CEO and board in the appraisal process.
- Explain assessment design, including criteria and necessary areas of assessment.
- Analyze and evaluate results.

FACULTY

Charles R. Evans, FACHE, vice chairman
Practical Governance Group

Practical Governance is a team of healthcare consultants and academicians passionate about good governance and the education of healthcare boards. Mr. Evans is also president of the International Health Services Group (IHSG) and a senior advisor at Jackson Healthcare. His other professional experience includes HCA (Hospital Corporation of America), where he was named president of operations of HCA's Eastern Group in 2004. Prior to HCA, Mr. Evans served in executive positions at Memorial Medical Center of Jacksonville, Florida, and Community Hospitals in Indianapolis, Indiana. He is a Fellow with the American College of Healthcare Executives (ACHE), and serves as a board member of multiple profit and non-profit organizations. Mr. Evans has no real or perceived conflicts of interest that relate to this presentation. *The speaker has no real or perceived conflicts of interest that relate to this presentation.*

PRICE

\$195 per connection.

Note: The fee is for one phone line with unlimited participants. For example, 10 employees can participate for only \$19.50 ea!

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