

Performance Reviews

Thursday, July 9, 2015, 2:00 p.m. EDT

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Christine V. Walters, MAS, JD, SPHR, is a human resources consultant and author who speaks regularly at industry events focused on HR legal practices and emerging issues.

Christine has been engaged as an expert witness for the defense, presented at conferences across the country, and testified before U.S. Congressional and state legislative committees and federal administrative agencies. Christine has been interviewed and quoted in a variety of media, including television, radio, and print. In March 2011, her first book, "From Hello to Goodbye: Proactive Tips for Maintaining Positive Employee Relations" was published by the Society for Human Resource Management.

After working nearly 10 years in HR administration, Christine started FiveL Company in 1998 as a part-time practice while working full time at the Johns Hopkins University as program director and interim department chair. She discontinued FiveL Company when she joined the law firm of Saul Ewing LLP in 2000, but she restarted the practice when she ventured out on her own to provide full-time human resources and employment law consulting in September 2002.

Christine served as an adjunct faculty member of the Johns Hopkins University from 1999 until 2006, teaching graduate-, undergraduate-, and certification-level courses.

Christine demonstrates her commitment to supporting and advancing the needs and interests of the business community and the HR profession by currently serving in a number of volunteer leadership roles.

Christine is licensed to practice law in Maryland.

Session Description:

Various schools of thought support or challenge the use of traditional performance appraisal or evaluations. Join this interactive event as we compare and contrast the benefits and potential pitfalls in the use of formal performance review programs and various methodologies and strategies to assess workplace performance.

Topics will include:

- Should you use a formal or traditional performance evaluation policy, process, and procedure?
- If so, should you use a numerical or narrative rating methodology?
- Should you use an even- or odd-numbered rating scale or none at all?
- What are the legal pitfalls to avoid and the human aspects to consider? and
- How do you emphasize the value of the independently of any wage increase?



Learning Objectives:

- Name and define at least three rating error biases to avoid;
- Compare and contrast best practices for completing the appraisal form;
- Assess ways to actively engage employees in the process; and
- Describe other methods to use for eliciting and giving employee feedback throughout the year.

Top Three Session Ideas

Tools or tips you learned from this session and can apply back at the office.



1. _____

2. _____

3. _____