

Staff Appraisal Process and Skills

CPD for line managers

Monday 18th September

VSSCo

2.00pm - 5.00pm

This engaging and practical session will provide you with the necessary skills and knowledge to conduct effective appraisals and maximise their value to your practice.

Come along and learn how to conduct an effective performance review to drive high performance and establish realistic objectives in a supportive and focussed environment.

Detailed content:

- Understand the core principles and benefits of effective performance appraisals
- Setting and writing performance objectives
- Preparing objectively for appraisals
- Ensuring the appraisal is a two way discussion
- Reviewing performance and clearly summarising the agreed level of performance
- Giving constructive and motivational feedback
- Handling difficult messages
- Holding structured conversational performance appraisal meetings

Speaker: Louise Simpson, Momentum Human Capital



Louise has over 20 years of HR consultancy experience working at senior levels of businesses in the private, public and not-for profit sectors. This has proved invaluable in advising clients on ensuring legislative compliance and minimising the exposure to litigation, whilst understanding commercial realities. Her diverse and extensive portfolio of client work includes all the crucial operational aspects of human capital performance - recruitment & selection, disciplinary & grievance handling and training & development. She specialises in strategic advice at boardroom level on the human capital costs and potential impacts of acquisitions, disposals & mergers, downsizing, restructure & redundancy. Louise is MCIPD qualified and has been recognised as the CIPD NI "HR Consultant of the Year" for 2014.

Cost: £30 for AVSPNI/NIVA members

£30 for practice managers (non veterinary staff) from an AVSPNI member practice*

£50 for non-members

To register: E-mail info@vetni.co.uk

* An AVSPNI member practice is a practice which pays for 2 or more vets to be AVSPNI members through one direct debit.