

SUMMARY OF EVALUATIONS

Effective Performance Appraisals (September 23, 2010)

1. **Overall Program Rating**

Poor	Fair	Good	Very Good	Excellent	TOTAL
0	0	1	17	34	4.63

2. **Presenter: Lew Bender**

Poor	Fair	Good	Very Good	Excellent	TOTAL
0	0	2	12	38	4.69

2. **Presenter: Bob Smith**

Poor	Fair	Good	Very Good	Excellent	TOTAL
0	0	2	11	39	4.71

3. **What did you like MOST about this program?**

Informative

Got the thought process going on a new system.

Reinforcing practices, refining.

One particular question I had was answered by Bob smith very professionally.

Interactive.

Walk-through of evaluation method that was suggested. Also, examples were great.

Both had good knowledge of subject – new ideas on evals, and the legal ramifications.

All pertinent to what we are doing wrong as an organization.

Both very good speakers. Touched on important information, very useful information.

Gave good examples of how to implement system.

Great material – new ideas.

Bob’s legal update.

Very knowledgeable, understands real-life concerns and issues for public sector employers.

The examples of “How To” Build an Effective PA.

Fast pace.

The guide to creating performance evaluations.

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New thoughts on performance appraisals.

Overview of process with room for questions.

Reinforced why we do performance evaluations. Talked about legalities of performance evaluations and why they are important.

Condensed and concise.

Engaging and kept things moving so it wasn't boring.

Gave me a tool to use to develop a performance appraisal system for my department.

Very applicable.

Very good – great information.

Interaction.

Speakers keep you awake.

To the point – very clear.

Participation by the group.

Ideas on how to improve on our Pas (point system; collaboration to determine weighted list, etc.)

Relevant, good refresher.

Ideas of conducting different ways for evaluation employees – hopefully opening eyes of management staff on proper ways to perform appraisals.

Group participation versus listening to a lecture.

FOIA discussion, what documents need to be maintained, how to develop an appraisal.

Group interaction.

Informative – good refresher.

Excellent use of real world examples.

A new more (performance based) evaluation process.

Their samples from other communities. 3 hours is good. Great topic – great job.

Very interactive and full of energy.

Real, usable information.

The structure based system for creating evaluations.

Enthusiasm; examples; excellent slides and provided information.

The content of the program especially the suggested performance rating system.

Component/process of building an eval instrument.

Final portion – Lew's section on creating the tool.

Helped to clear up many questions I had regarding legal issues. I gained a better understanding of how to do a good performance evaluation.

Very applicable. Relevant content. Great!

4. What did you like LEAST about this program?

More time and discussion on weighting.

Could have been longer.

Handouts by Lew were a tad small.

Not long enough.

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One more break.
A little too short.
Visual on handouts was quite small.
Short time.
Breakouts.
Hard to cover topic in 3 hours.
Would have liked more discussion on legal aspect.
Handouts were hard to see.
Could be longer.

Maybe too much information in a short time on two sides of an important topic.
Possibly a little easier to read powerpoint slides.
Didn't cover too much about how to deal with negative evaluations (personnel who don't buy in).
Location of meeting.
Too short.

5. Any other comments?

Would have liked more time for discussion and to work with our team.
Need more.
Excellent! Well done!
Very informative and helpful. Good practical information.
Liked the way the presenters interacted with each other and switched back and forth.
More time.

I look forward to other seminars by Lew.
Very informative. Legal information on FOIA update and implications of poor Pas were helpful as well.
Thank you.
More breakouts (short) would be helpful.
Good use of handouts, exercises.

6. Future Training Topics Requested

Health Reform Act
Good Guys Finish Last – Bob Smith presents this seminar
Fire Promotion Act for Non-Fire Chiefs
Need more of this.
RIFs
Collective Bargaining

Workers Compensation
Writing Policies
Early Retirement Programs
Workforce Reductions (Round 2)

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7. Suggested City and/or Site Location for Training

DeKalb Campus at NIU

Lake Forest

Northbrook

Northbrook, Deerfield