



Companies That Care

THE FORECAST IS
HOPE
*Surviving to Thriving in
an Evolving Economy*

Workshop Descriptions- April 29th, 2010

Title: *Moving Your Team From Surviving to Thriving Through Performance Management*

Description: As we know, Performance Management is all about getting results from people. In order to get results, goals must be set, progress checked, course corrections made, performance appraisals completed, development needs identified, and resulting action plans pursued. For the very best results, all of these things should be done informally and formally throughout the year, by both employees and their managers. The discussion will focus on the Performance Management Process including looking at responsibilities, incentives, performance objectives, feedback, coaching, and other aspects of this important subject.

Title: *It's Raining Talent*

Description: One of the most reported economic indicators is unemployment. All companies have been affected directly or indirectly, and the uncertainty of the job market highlights the crucial importance of effective and efficient Talent Management Practices. Our panel will:

- underscore how the economic climate impacts talent and how best to move beyond just surviving in our respective companies;
- discuss how to guard against talent exits as the economy rebounds; and
- outline various top-notch recruiting strategies, such as how to manage the often overwhelming number of applicants.

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Title: *Showering Employees with Recognition*

Description: [Characteristic #7](#) (“Appreciate and recognize the contributions of people who work there”) impacts every employee directly. Each employee is an individual expecting acknowledgement for a job well done. However, there are many ways to give that recognition and each employee responds uniquely to the myriad of recognition approaches available. The experts on this panel will look at the basic questions of:

- how do we most effectively and creatively appreciate and recognize the contributions of all employees;
- how do we keep doing it with limited resources; and
- how can we keep our recognition programs from losing meaning?

Title: *We Made It! We Made It! Now What? How To Use your [Honor Roll](#) Status To Make A Profitable Difference For Your Company.*

Description: Being named one of just 29 elite companies nationwide to receive this prestigious award is a tremendous achievement. So, how do you get the word out? [Honor Roll](#) recipients are selected for their strong commitment to elevating the quality of life for their employees and for people in the broader community, as well as adhering to all ten of the [10 Characteristics](#) inherent to a “Company That Cares.” Learn from speakers on how they marketed the Honor Roll Status internally and externally, how they kept the recognition alive on a daily basis, and how they used this honor to positively affect their bottom line. Whether this is your organization’s first time on the Honor Roll, eighth time, or some time in between, this session will spark some ideas for you.

Title: *Social Sustainability, Culturally Speaking*

Description: Have you heard the term “social sustainability” but wondered what it was? Is it the same as social responsibility? Social sustainability is one aspect of sustainable development, encompassing, human rights, labor rights, and corporate governance. In common with environmental sustainability, social sustainability is the idea that future generations should have the same or greater access to social resources as the current generation. Social sustainability explores how we are going to sustain society. The business questions are similar to environmental sustainability, but are applied to society; what is the footprint that businesses have on society; and, how we can minimize the footprint? The panel will delve into “defining” social sustainability, its importance and application, and discuss why and how to maintain it in an unpredictable economy.