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**To Register:** [Visit the NAHRA website](#)

## **CREATING HIGH PERFORMANCE WORK TEAMS - AND HOW TO KEEP THEM!**

All employees want to know, "How do I ensure that the right people are in the right jobs at the right time so that I can achieve optimal results?", or "How can I keep my employees trained, informed and motivated?" In this session, we provide you with a number of best practices to help you improve performance and create effective work teams. Some of the areas we will discuss are:

- Developing "performance results" descriptions and job expectations
- Creating an effective and highly valued performance appraisal and evaluation program
- Creating a culture of accountability, ownership and personal leadership
- Linking compensation and benefit programs to the Tribe's strategic objectives

*Evaluating and coaching* are two very different and necessary skills that will help you retain quality people and create future leaders. Effectively evaluating and coaching employees is vital in creating high performance work teams. Once you have those teams in place, ensuring your compensation and benefits are competitive is critical.

*Evaluating* - A well thought out evaluation tool that monitors a person's progress and addresses opportunities for improvement is vital in creating the momentum needed to accomplish the goals of your Tribe. Employees need feedback, both positive and constructive, in order to feel like their efforts have been recognized, and to make positive changes in their work life. You, as the employer, need a good evaluation tool to make well considered decisions regarding retention, compensation and promotions, to name just a few.

*Coaching* - Some people are great managers and others are great leaders, but most aren't fortunate enough to be both. With formal training and coaching programs you can develop your best and brightest into outstanding leaders who will make significant improvements in your operations.

*Compensation* - Compensation means different things to different people, but one thing is clear: how employees view their compensation affects how they behave at work. A competitive compensation package is critical to hiring and retaining your very best people. A well designed compensation plan links compensation dollars to desired behavior and the Tribe's strategic objectives. This presentation will show you how to develop a more effective way of using compensation funds to achieve your goals and objectives.