



- Internal Use Only -

Points to stress

- We are committed to working with all stakeholders (Union, Human Resources Group, Office General Council) to define the best solution for SFA employees while ensuring compliance with all regulations, policies and codes (CFR, PMI)
- We are still in the development phase – many details not worked out.....

Questions that the Regional Union Representatives May Pose

- Has the Union been involved in the process?
 - Union representative involved from Day 1
- How will the new performance development process link to QSI, rewards, etc?
- Why do you have consultants working with you?
- What are competencies and proficiency levels??? How will these be used in the new process?
- What if an employee does not like the performance goals the supervisor suggests?
- How will you get the managers to complete the feedback honestly?
 - This is a cultural shift – will take more work, than just performance development process
- Who will make sure that the managers act on the feedback they receive, especially from their subordinates?
 - The supervisor's manager.
- What happens if an employee fails (has many development opportunities)?
 - Performance Improvement Plan
- What if an employee or supervisor exceeds expectations consistently: what will their development areas in IDP be??
 - Shift to continually learning and developing
- How will you ensure that employees do get the opportunity to take the training, etc identified on their IDP – managers often do not allow their employees to go because of budget, timing, or consider the development training outside the scope of their job?
 - This is a cultural shift – will take more work, than just performance development process. Must work with Anne Teresa and SFA U to develop plan to begin to address this.

