

Balanced Performance Improvement Workshop Series



Using a Balanced Performance Improvement Process: Aligning Strategic Management Tools and Processes

Your district and schools have a strategic plan and improvement plans and perhaps even a Balanced Scorecard. Now consider:

- How effective are your leadership practices for aligning plans, overseeing implementation and building accountability for the targeted results?
- Do those who you rely on to take actions to achieve the desired results agree on the cause and effect relationships that impact strategy and results?
- How do you maintain focus on, and align resources to serve priorities amid the inevitable changes and surprises?
- Is your performance management system helping manage politics and all the factors in the work, workers and workplace that impact results?

Creating and maintaining a Balanced Performance Improvement Process is a key senior leadership role that impacts student achievement, organizational effectiveness and stakeholder engagement. It manages and improves the learning, growth and performance of every member of the organization and aligns with the Talent Management and Team-based Improvement Processes to support instruction and operations.

As new methods of accountability and rewards evolve senior leaders are challenged to set and communicate clear performance expectations and evaluate, support and provide feedback about team member's performance. A balanced, well-designed and well-implemented performance improvement process is critical. Collaboration is the key to gaining the agreements, support and advocacy needed to drive changes. Both local and state leaders can benefit from this powerful series of workshops designed to ensure that efforts are congruent and efficient as they work together to lead and sustain improvement in Georgia schools.

School, district and state performance improvement strategies and interventions should align so that they are congruent in purpose and efficient in use of resources.

Want to Know More About GLISI?

For more information on our services, please visit our website at www.glisi.org. Also, you can contact Gale.Hulme@glisi.org or Scott.Cowart@glisi.org.

Balanced Performance Improvement Workshop Series

Districts are invited to bring a team of senior leaders committed to work together to align the strategies of the district. This workshop is also designed to help state leaders manage and align state-level interventions that support strategic management at the district level.

The goals of the workshop are:

For you, school district leaders, to be able to improve and align strategic management practices by:

- Aligning, linking and improving the impact of all strategic management tools and plans
- Aligning the management systems for planning and operating with control systems to improve performance and results
- Aligning human capital and organizational resources to the strategy
- Improving oversight, measurement and communication

So that you, school district and state leaders can:

- Improve performance at all levels, board to student
- Engage stakeholders at all levels

Format: **3 non-consecutive days (1 per month)**

Day 1: **January 28, 2010**

Day 2: **February 25, 2010**

Day 3: **March 18, 2010**

Time: **9:00 – 3:30**

Location: **Fanning Institute, Athens, GA**

To register, go to the GLISI website (www.glisi.org) and fill out the linked form found on the homepage. After completed, please email this form to Kimon Jackson at kimon.jackson@glisi.org or fax it to 404-385-4151.

For more information on GLISI's Balanced Performance Improvement training and consulting opportunities contact Scott K. Cowart, GLISI Senior Performance Consultant.

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For more information on other GLISI solutions and services, visit www.glisi.org.



GLISI Mission

We provide systemic solutions to improve education leadership in Georgia.

This innovative new workshop series promises to help education leaders improve the impact of their strategic management tools and plans to then improve performance and results.

A Balanced Performance Improvement system will help any school district achieve desired results by aligning multiple interventions.