

Strategies for Effective Employee Evaluations:

Are they a reality or just a myth?



- **Strengths and Weaknesses of Current Methods**
- **Current Views of the Evaluation Process**
- **Performance Management, not just Performance Appraisal**
- **Using Feedforward instead of Feedback for Ongoing Performance Communication**
- **The Future of Employee Evaluations**
- **Linking Goals to Strategy**

The Human Resource Association of Southeast Michigan is pleased to introduce Bob Bethel. Bob is a graduate of the University of Toledo, with a Bachelor of Education, majoring in English. He began his career at The Andersons in retail management. After many years in retail management, he started his career in Human Resources as the Employment and Recruitment Manager for The Andersons. Since leaving The Andersons, he has served in human resource manager/director positions with S.E. Johnson, Michigan Paving and Materials, St. Vincent Mercy Medical Center, The Douglas Company and Bittersweet Farms.

As Director of HR Services at The Employers' Association, Bob manages the HR Research area, which includes the HR Hotline and Legal Hotline, Surveys, and HR Roundtable, as well as presenting a number of training and consulting topics.

During his career he has also served in leadership capacities of several organizations, including the Toledo Christian Schools Board of Directors, the Toledo Area Human Resource Association (TAHRA), Ohio Human Resource Conference Committee, the Toledo Human Resource Associations' Conference, and the Ohio SHRM State Council, serving as President or Chair of each organization. He is currently serving a fourth term as a Springfield Township Trustee and has been certified as a Senior Professional in Human Resources (SPHR) through the Human Resource Certification Institute (HRCI) and a Senior Certified Professional (SCP) through SHRM.

Date: Wednesday, May 11, 2016
Time: 11:30 am – 1:00 pm, Lunch will be served
Location: Merillat Room at the Christian Family Centre, 1800 W. US Hwy. 223, Adrian, MI
Cost: HRASM Members FREE, Non-members \$30
RSVP: By May 4th to Julie Emmons @ Julie.Emmons@lisd.us
Credits: This program have been approved for 1.0 SHRM-PDC credit and 1.0 HRCI credit



The Human Resource Association of Southeast Michigan (HRASM) is a professional association providing educational and networking opportunities to human resource professionals and business leaders in Southeastern Michigan. To learn more about HRASM and the benefits of membership, please visit <http://hrasm601.shrm.org> or contact our chapter President, Kristy Schuyler at kristy.schuyler@blissfield.com.