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Manager, Employee Relations

Capstone Overview
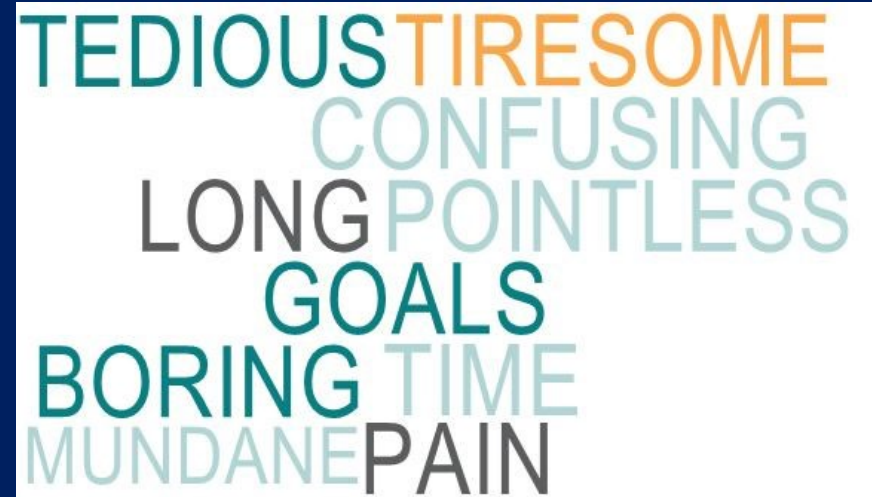
Project Description:

This project focuses on maximizing the efficiency of the **Employee Evaluation Process** at Tallahassee Community College, and further improving the **TCC employee experience**.

Project Goal:

Make the annual evaluation more impactful for employees, and less cumbersome for managers.

Paradigm Shift: How to we make this more meaningful for employees and less strenuous for managers?

1. Making Job Specific Goals Optional

2. Feasibility Study- System Requirements

3. Manager Training

4. Encourage Goals Tie-in with Professional Development

Considerations for the Future

- Purpose of Evaluations

- How do we manage/ coach outside of the evaluation period?

- Future Improvements

- Industry Standards

- Competency Based