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Manager, Employee Relations



# Capstone Overview

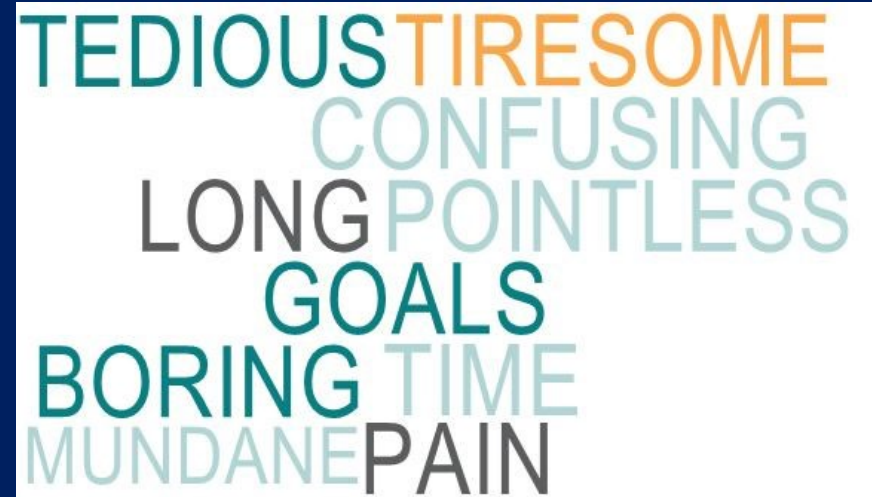
## Project Description:

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.

## Rationale (the WHY):

A word cloud containing negative adjectives and phrases associated with the current process. The words are arranged in a cluster, with 'TEDIOUS' and 'TIRESOME' being the largest and most prominent. Other words include 'CONFUSING', 'LONG', 'POINTLESS', 'GOALS', 'BORING', 'TIME', 'MUNDANE', and 'PAIN'. The colors range from light blue to orange.

TEDIOUS TIRESOME  
CONFUSING  
LONG POINTLESS  
GOALS  
BORING TIME  
MUNDANE PAIN

# Implementation/Results

**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

