

People-Centered Performance Management

PART 1

With the university-wide formal performance evaluation cycle approaching from July 1 to September 30, HR Learning & Development (L&D) offers resources and programs to help managers and staff prepare effectively. To learn more, review the article below, visit the [Performance Management](#) site and check out our [Learning Calendar](#) for related programs. Contact us with questions at learndev@uab.edu.

Performance Evaluations that Put People First

One important finding from the campus engagement survey conducted by UAB in 2022–2023 was that faculty and staff members want improvements to the performance management process. The good news is that we can enhance the process by creating a people-centered mentality and structure.

Adopting a people-centered mindset involves intentional actions that prioritize others. Here are some steps you can take:

- 1. Be Present and Focus on Others:**
 - **Listen Actively:** Understand the meaning and emotions behind what others say.
 - **Show Interest:** Ask questions to start meaningful conversations.
 - **Offer Support:** Compliment, encourage, and be there for people.
- 2. Develop Empathy:**
 - Put yourself in others’ shoes. Understand their feelings and perspectives.
 - Practice compassion and kindness.
- 3. Improve Self-Esteem:**
 - When you feel secure and positive about yourself, you are more likely to focus on others.
- 4. Break Unhealthy Patterns:**
 - [Identify self-centered behaviors](#)¹ (e.g., excessive self-talk, lack of empathy) and consciously change them.

The good news is the UAB community can enhance the process by creating a people-centered mentality, structure, and habits. Adopting a people-centered mindset enriches your connections and brings joy!¹

[1 believeinmind.com](https://1.believeinmind.com)

To learn more, check out the following programs:

Performance Evaluation: Planning and Conversations for Managers

Intended for Managers-at least 1 direct report

- July 11 | 9 to 10:30 a.m. | ZOOM
- August 6 | 2 to 3:30 p.m. | ZOOM
- August 14, | 9 to 10:30 a.m. | MT 419A

Performance Evaluation: Staff Making the Most of Your Review

Intended for all Staff

- July 16 | 8:30 to 10 a.m. | ZOOM
- August 27 | 1 to 2:30 p.m. | MT 419A
- August 28 | 9 to 10:30 a.m. | ZOOM

Optimizing Performance: The Check-In Strategy

Intended for all Staff

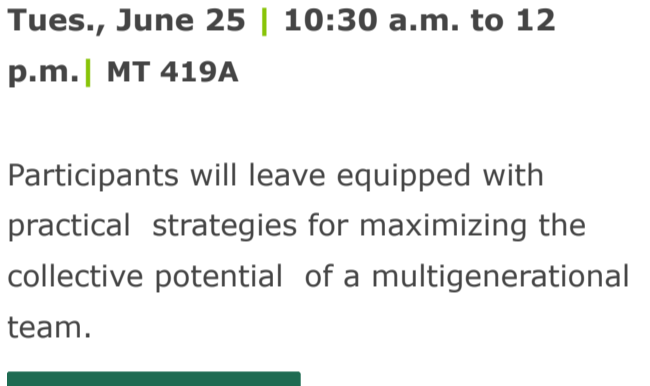
- June 25 | 2 to 3:30 p.m. | MT 419A
- October 15 | 1 to 3:30 p.m. | MT 419A

Making Feedback Work for You

Intended for all Staff

- July 24 | 10:30 a.m. to 12 p.m. | ZOOM
- August 29 | 9 to 10:30 a.m. | ZOOM
- September 18 | 2 to 3:30 p.m. | MT 419A

June LearnDev Program Calendar

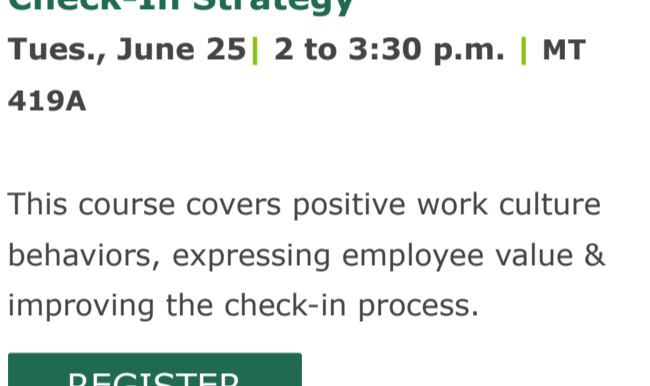


Multigenerational Workforce

Tues., June 25 | 10:30 a.m. to 12 p.m. | MT 419A

Participants will leave equipped with practical strategies for maximizing the collective potential of a multigenerational team.

REGISTER



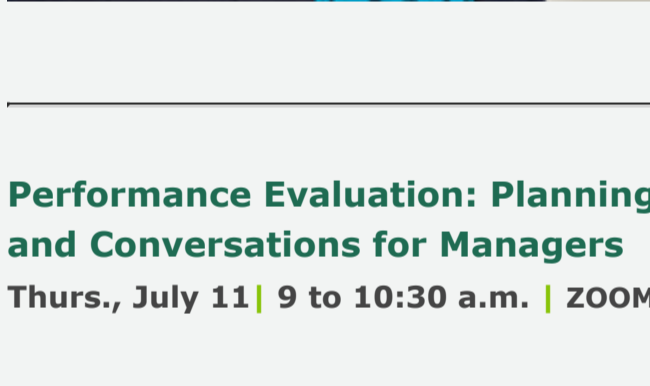
Optimizing Performance: Your Check-In Strategy

Tues., June 25 | 2 to 3:30 p.m. | MT 419A

This course covers positive work culture behaviors, expressing employee value & improving the check-in process.

REGISTER

July LearnDev Program Calendar



Learning From Leaders: Kasey Thomas

Thurs., July 11 | 11 to 12 p.m. | ZOOM

Trust and respect are key to higher engagement, better results, and less turnover. This presentation offers insights and practical tips for enhancing communication skills and building a respectful culture.

[REGISTER ONLINE](#)

Performance Evaluation: Planning and Conversations for Managers

Thurs., July 11 | 9 to 10:30 a.m. | ZOOM

Examines strategy: planning, feedback, conversation tips, and steps for submitting annual evaluations.

Understanding Your True Colors

Wed., July 17 | 10 a.m. to 12 p.m. | MT 419A

Learners will use knowledge from the True Colors assessment to better relate to others with different “Color Spectrums.”

Improving Your “Outlook”: 5 Steps to Writing Emails that Work

Mon., July 15 | 11 to 11:30 a.m. | ZOOM

Get tips on communicating clearly, collaboratively and effectively by email — then get hands-on demonstration tools.

Emotional Intelligence: Building Relationships and Communicating Effectively

Tues., July 23 | 1 to 3 p.m. | MT 419A

Learn how to reframe your emotions and adapt to the situations you encounter.

Performance Evaluation: Staff Making the Most of Your Review

Tues., July 16 | 8:30 to 10 a.m. | ZOOM

Examines UAB’s Performance Management strategy and evaluation steps, including self-assessment and tips for a successful two-way conversation.

Making Feedback Work for You

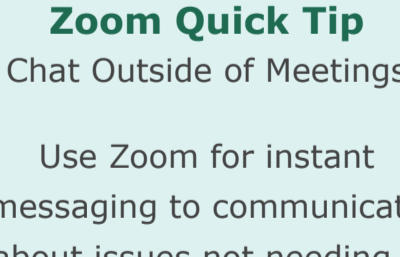
Wed., July 24 | 10:30 a.m. to 12 p.m. | ZOOM

This workshop series helps employees develop feedback skills—giving and receiving. Learn strategies and apply them to a case study.

Have a Question? Ask LearnDev@uab.edu

LinkedIn Learning Corner

PRODUCTIVITY TIPS

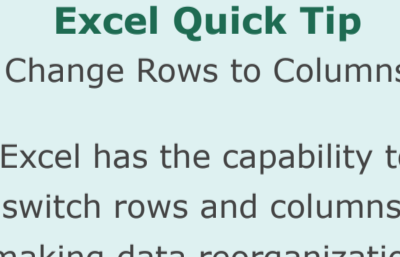


4m15s

Zoom Quick Tip

Chat Outside of Meetings

Use Zoom for instant messaging to communicate about issues not needing a live meeting.

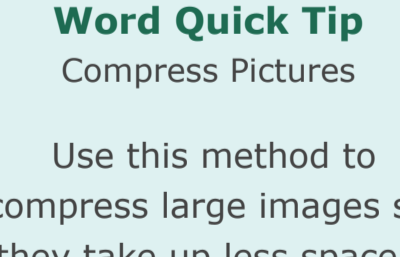


3m22s

Excel Quick Tip

Change Rows to Columns

Excel has the capability to switch rows and columns, making data reorganization easy.



2m57s

Word Quick Tip

Compress Pictures

Use this method to compress large images so they take up less space.

Did you enjoy this issue of the Learning & Development News?

SHARE THIS MESSAGE WITH YOUR TEAM MEMBERS!

Forward this newsletter or [share the signup link!](#)

Did a coworker send you this publication?

Click [HERE](#) to receive this publication directly to your inbox.



Meet Our Team!

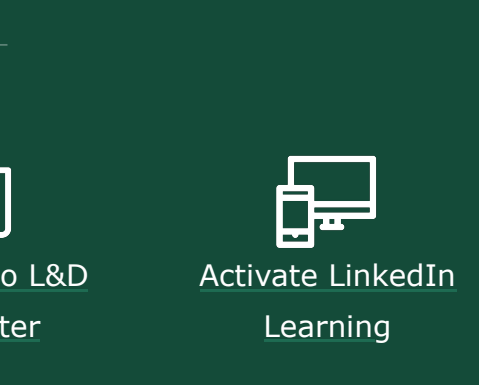
The HR Learning & Development team comprises talented professionals committed to enriching your career journey at UAB. We offer diverse expertise tailored to support your self-discovery and skill refinement. We aim to provide relevant learning opportunities as stepping stones toward your success.

Meet Courtney Miller

Courtney Miller is the HR Specialist for the Learning & Development Department at UAB. She began as a temporary employee in November 2022 and now facilitates training, manages administrative tasks, and supports leadership.

Courtney is a classically trained pianist who understands the commitment required to learn and grow on an elite level. “My goal is to empower our clients to grow and succeed by providing them with the tools and knowledge they need to thrive.”

Say hello to [Courtney Miller](#) | [FULL BIO](#)



UAB
LEARNING & DEVELOPMENT
The University of Alabama at Birmingham



[Visit Us on the Web](#)



[See L&D Calendar](#)



[Subscribe to L&D Newsletter](#)



[Activate LinkedIn Learning](#)