NASA – Writing Performance Objectives.

Class held June 23th.

 Below is the recommendations developed by your class to address an employee’s performance issue case scenario. Specifically, how do we facilitate a performance conversation with an employee when we suspect the project is in trouble? Recall, this scenario was based off a real situation happening at the KSC.

1. Seek to understand, identify obstacles, implement corrective action.
	* Set objectives at top level
		+ CD put at Director level
		+ Director performance plan (include)
2. Communicate / clarify expectations
	* Notify stakeholders of plan
	* Call HR OD specialist for guidance (Difficult Conversation)
3. Express concern to manager’s (manager’s name deleted) management about goals not being met; suggest management work across to other Directorates.
	* Suggest goals be inputted into performance objectives.
	* Update performance objectives in SPACE.
4. Contact, inform Task Order Manager.
5. Verbalize plus visualize the urgency and time line.
	* Identify issues and get recommendations.
		+ [Employee] needs more help? Get more manpower.
		+ No help needed…Do nothing.
6. Inform manager of status of project.