



Managing Employees  
to Success

How can organizations most effectively encourage and support their employees' success?

Featuring Mark Griffin

September 16th, 2014 at the Eden Resort and Suites in Lancaster, PA  
Presented by the Messiah College Business Alumni

Welcome!



Nice to meet you! I'm Mark.

**@InHISNameHR**



**Feats**

- HR practitioner for 25+ years
- Held senior-level roles at companies like Merck, Quaker Oats, & Kodak
- Several international HR roles
- Served honorably in the United States Air Force

**Personal**

- Married to Gail
- Two awesome adult children

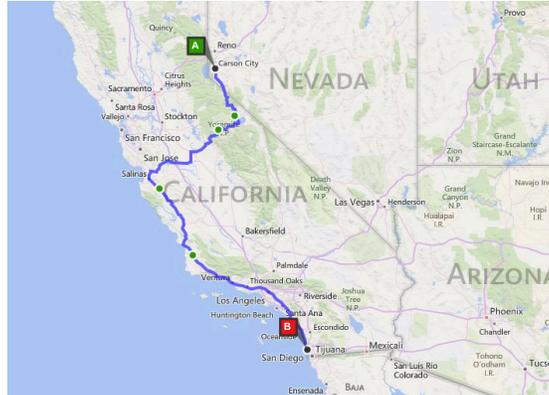
**Mark A. Griffin**

Human Resources Expert, President & Founder, In HIS Name HR



## Fun Fact

- When I was 16 years old, I rode my bike over 800 miles from Carson City, NV, to San Diego, CA! It took three weeks, many days off to enjoy Yosemite National Park, Merced CA, San Francisco and the California shoreline.



## HR experience at

- Fortune 100 companies
- Medium-sized family and employee-owned businesses





Key Point Today

# **Most employees want to succeed**



6 Components of Managing Employees  
to Success

## **# 1**

Mission, Vision, and Values  
(MVV) that promote accountability



## Table Discussion

- Who has an MVV at their organization? Who does not?
- What has the organization done to integrate the MVV into HR processes?
- How do employees live the Mission every—day?
- How is Vision attainment measured?



## 6 Components of Managing Employees to Success

# #2

Standard process for yearly  
goal and objective setting



6 Components of Managing Employees to Success

# #3

## Performance Management Process

(Annual Review)

Employee driven



## Performance Management Video





## 6 Components of Managing Employees to Success

# #4

## Performance Improvement Plans



## Table Discussion

- Without divulging names or organizations, what experiences do you have with poor performers?
- Did your organization have a system to deal with the poor performer?
- What skills were necessary for management to deal with the poor performer?



6 Components of Managing Employees  
to Success

**#5**

Handbook in place and signed for



6 Components of Managing Employees  
to Success

**#6**

Discipline process used



## Recap - 6 Components of Managing Employees to Success

- #1** MVV that promote accountability
- #2** Standard process for yearly goal and objective setting
- #3** Performance Management Process (Annual Review)  
Employee driven
- #4** Performance Improvement Plans
- #5** Handbook in place and signed for
- #6** Discipline process used



## Other Tools to Consider

1. Offer Letters
2. Confidentiality Agreements
3. Non-Compete Agreements
4. Partnership Agreements



Final Thought

**Most people want to succeed.**

**Put in place the right programs  
to make it happen!**



Thank You!

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