

PHYSICIAN PERFORMANCE MANAGEMENT SERIES

Research shows that continuous performance feedback fosters deeper engagement and connection between physicians and their leaders. Strengthening the physician leaders' performance management competency will yield great benefits for the leader and their teams.

The Physician MyVoice results showed that our physician colleagues are looking for:

- **Autonomy:** Full use of their talents and abilities.
- **Growth:** Professional growth and development opportunities and increased feedback and recognition.
- **Impact/Connection:** Ability to share suggestions for change and a better understanding of Business Unit/UPMC goals, direction, and priorities.



The Physician Performance Management Series, offered as a collaboration between L&D and Physician Services, was created to provide a comprehensive overview of the physician performance review cycle. The series will offer resources for effective and continuous performance management while aiming to foster connection with the UPMC Mission/Vision/Values. This year's content was updated to include information on the University e-FPE process and an introduction on Talent Reviews and Succession Planning for physicians.

Join Martina Bison-Huckaby and Heather Reading for a refresher on the benefits of continuous performance management and the conversations you can have with team members. **Reach out to physicianlearning@upmc.edu for upcoming dates.**

Session 1: Fostering a Culture of Continuous Performance Management

In this session physician leaders will learn the benefits of continuous performance management. Particular attention will be placed on the elements of performance planning including goal setting, alignment with UPMC values and department priorities.

Session 2: Coaching Conversations

In this session, physician leaders will learn the importance of providing continuous feedback and coaching. Facilitators will focus on how to provide feedback and have meaningful development conversations.

Session 3: Performance Evaluations and Talent Management

The final session will be offered just in time for the fall performance evaluation period. It will focus on the performance evaluation both from the perspective of the physician and the leader. This will include discussion about self-evaluations and preparing and conducting performance evaluations. The series will conclude with an introduction to Talent Reviews and Succession Planning.