

RISE!

Reimagining and Innovating Strategies for Enrollment

Performance Management & Talent Development

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Performance Development & Talent Management

What is Performance Development?

"Performance development is the ongoing process between supervisor and employee of communicating and clarifying position responsibilities, priorities and performance expectations to guarantee mutual understanding and to enhance effectiveness in achieving the campus and departmental mission and goals. "

<https://www.ius.edu/human-resources/training/performance-development.php>

What is Talent Management?

"Talent management is the full scope of processes to attract, onboard, develop, motivate, and retain high-performing employees. Talent management is aimed at improving business performance through practices that make employees more productive. "

<https://www.aihr.com/blog/what-is-talent-management/>

Guiding Questions:

1. What are the optimal organizational structures and behaviors needed to ensure our students are our first priority?
2. How can we maximize current talent or recruit new talent to support more effective enrollment management and services?
3. As we reimagine leadership roles, how do we restructure vacant positions to more efficiently support the student journey and college sustainability?

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