



SPOKANE COUNTY SHERIFF'S OFFICE
TRAINING ANNOUNCEMENT



Performance Management Theory

DATE: March 7th, 2013 0830-1200

LOCATION: SCSO Training Center
10319 E. Appleway
Spokane Valley, WA 99206

COST: FREE

DESCRIPTION:

Drawing on the concepts and principles of Performance Theory Management (Van Meter, 2002)¹, Lewis County Sheriff Mansfield has spent the last four years transitioning his office from the traditional command and control style of management to one of accountability and commitment.

The results of this transition have been enormous in creating a positive impact on unscheduled absenteeism, compliance with directives and productivity. This transition has also significantly reduced issues with labor involving grievances and working conditions.

Sheriff Mansfield has targeted this training for leadership within the organization and will be providing a brief overview of the importance and reasons for law enforcement to change how we do business. He will discuss and answer questions on the following topics within his performance management program:

- Mission, Oath of Office and Code of Conduct in leading/changing your organization
- Your universal management rights
- A new look at performance evaluations
- The importance of the job description
- Tracking unscheduled absenteeism,
- Monitoring and measuring productivity
- Addressing performance deficiencies
- Alternatives to discipline that work
- A discipline penalty assessment matrix that works for everyone
- Implementing a non-monetary merit system
- Making a commitment and Implementing a major change

¹ See Evaluation Dysfunctional Police Performance: A Zero-based Approach. D. J. Van Meter, Ph.D. Van Meter & Associates, Inc. Charles Thomas, Springfield, Ill. 2002.

REGISTRATION: To register, please send an email with "Performance Management Theory" in the subject line to Deputy John Oliphant, jroliphant@spokanesherriff.org. Include your name, agency, and email address. One person may register everyone from the same office if you wish – just include all attendees in your email.