



FLOATER STAFFING

Did You Know...

Almost universally, where performance reviews are conducted properly, both supervisors and employees report the experience as beneficial and positive.

- Archer North
Performance Appraisals



FEATURE STAFF PROFILE

F.H.Premdas

F.H. Premdas is one of Floater Staffing's long-time recruitment specialists. An expert in candidate research and screening, F.H. specializes in overseas recruitment and screening for employment opportunities in Calgary. A retired professor and geneticist, F.H. uses his strong research skills to find the ideal candidate for any position.

PeopleGram Newsletter Promotion

As a newsletter recipient, you are eligible to receive a complimentary **Performance Review Template**, to help you evaluate your current performance management system. Contact our office today for details!

the peopleGRAM newsletter

Performance Reviews Without the Anxiety

It's true – performance reviews can be intimidating for both employees and managers, but that shouldn't deter you as an employer from ensuring they are conducted regularly in a fair, timely fashion.

A performance review or appraisal typically involves a manager or supervisor and employee in a discussion of that employee's progression, achievements, strengths and opportunities for improvement as they relate to their current position. The review aims to provide the employee with feedback on performance, identify training needs, and can potentially form a basis for rewards such as salary increases and promotions.

Performance reviews are an incredibly important part of managing your workforce and keeping employees motivated, however, they can be difficult to conduct.

How can you ensure your performance review process is conducted in a fair, stress-free manner?

To make the most of your performance review process, ensure that both managers and employees understand the review process ahead of time – how often reviews will occur, how they will be conducted, and what will be discussed during the review. Remember, employees should have the opportunity to share feedback as well!

Floater Staffing specializes in recruitment, hiring and human resource management – including helping our customers implement personnel performance review processes. Contact our office today to find out more information about developing a custom performance management system for your company today, and reap the rewards of an effective and fair appraisal system.

Upcoming Events

2011 HR 360 Conference

April 27-28, 2011
Edmonton, Alberta

The 6th annual Alberta HR Conference has been announced and will take place in Edmonton in the spring. The event features keynote speakers, networking and debates on critical HR topics. Registration opens December 1 and fills up fast. For full details visit:

www.abhrconference.com

HR360°

Commandment No. 8

the TEN COMMANDMENTS of HUMAN RESOURCES

Incorporate regular performance reviews into your management policies and share how and when they will be conducted.

Performance reviews provide both managers and employees the opportunity to share feedback in a formal setting. In order to be effective, reviews should be scheduled regularly, such as quarterly or annually, and should follow a uniform, fair process that allows both the manager and the employee to discuss concerns, achievements, and opportunities.

CONSULTANTS' CORNER

A monthly feature showcasing Floater Staffing's Consultants-On-Call Division.

Dynamic Website Design

By Kristél Kriel

Remember the days when changing or correcting a piece of information on your website involved a lengthy and costly process of first contacting, and then waiting for, your webmaster to make changes to your website?

Luckily (for most of us) those days are now over.

Rather than use what we call a "static site" (which involves contacting your webmaster every time changes need to be made), many web design companies now offer clients a "dynamic site" built with a content management system (CMS). A CMS allows clients to update their own site, on their own time, without any additional expenses paid out to the webmaster. Rather than being complicated or time-consuming, a CMS is often in the form of a blog, and updating content is as easy as making changes to a Word document.

A dynamic site not only saves you time and money, but also drives traffic to your site. A continually changing website is visited more often by your existing clients and found more often by potential clients in search results.

A dynamic site can also easily be coupled with various social media tools to increase your exposure (see Floater Staffing's previous Consultants' Corner by visiting their website).

If you still have a "static site" and are considering a "dynamic site", ask yourself how often you need to update the contents of your site. If the answer is that you require a frequently updated site, if your content is updated by multiple authors, or if you would like to include a blog as part of your site, you would definitely benefit from using a CMS. Even if you want to make only occasional changes, but want to make them more time- and cost-effectively, you will enjoy the benefits of a CMS.

In order for your site to include a CMS, it has to be built to be compatible with a CMS. If you currently have a static site, a webmaster can redesign the site for you to a dynamic site. If you do not yet have a website, why not ask your potential designer whether they can create a dynamic site for you? Stop waiting for your webmaster, and start communicating with your clients!

About the Author Kristél Kriel is the President and Creative Director of Kriell Designs.

Kriell Designs is an independent service offering print and web design solutions to small and medium businesses. Kriell Designs works closely with its customers to ensure that each and every product not only meets, but exceeds expectations. Kriell Design creates and customizes each design and is based right here in Canada, so when you have trouble with your website, we can fix it right away. To find out more about Kriell Designs, you can visit their website at <http://www.kriell.com> or contact Kristél by email at design@kriell.com

Don't Forget...

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newsletter

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