How to Give Effective Performance Reviews

written by Lauri Moon | August 18, 2025



How to Give Effective Performance Reviews

(3-Hr, in-person, Williamsport, PA)

This program starts in:

Performance reviews shouldn’t feel like a dreaded annual chore—they’re a powerful opportunity to grow your people, strengthen your team, and drive productivity. In this high-energy, 3-hour program, manufacturing supervisors will learn how to turn evaluations into a practical, motivating, and results-oriented process that builds trust, boosts performance, and aligns individual goals with organizational success.

Register now for only $189!

Register

Learning Objectives

- Examine the **value** and **objectives** of the performance review process.
- Discover **best practices** and improve your skills in navigating reviews and evaluations.
- Learn what is important for **helping individuals** move forward with their skills.

Why Attend

Performance reviews can be stressful for both supervisors and employees—but they don’t have to be. This program gives you the tools, confidence, and structure to make the process smoother, more impactful, and more collaborative.

You’ll leave ready to:

- **Handle** difficult conversations
- **Document** performance effectively for compliance and clarity
- **Foster** a culture of continuous improvement
- **Strengthen** employee relationships and engagement

Who Should Attend

This program is **perfect for**: Manufacturing supervisors and managers responsible for team performance, new leaders looking to develop effective evaluation skills, HR professionals supporting supervisor training initiatives, anyone seeking to make performance reviews a constructive, growth-focused experience.

What You'll Take Back to Work

- A clear framework for preparing, delivering, and following up on reviews
- Tools for identifying KPIs, setting goals, and linking performance to business outcomes
- Practical strategies for delivering feedback that sticks—and inspires change
- Confidence in handling challenging review conversations
- An approach to documenting performance and protecting confidentiality

Outline – Navigating Performance Review for Manufacturing Supervisors

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Meet Your Presenter:



Instruction provided by IMC Business Advisor Tim Davis. Tim has over 35 years of management and operational experience in manufacturing businesses in Central and Southwestern PA. Various career roles include Operations Manager, Safety Manager, HR Manager, Sales Manager, Sales Rep, Service Manager, executive/business coach and trainer. His areas of expertise include employee development, strategic planning, people skills, effective communication, leadership, safety, time management, sales and customer service.

This training qualifies for WEDnetPA funding for qualified participants. Not familiar with WEDnetPA funding, contact IMC at info@imcpa.com or (800) 326-9467.

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Goals

By the end of this training, you will:

- **See the Big Picture** – Understand the true value and purpose of performance reviews beyond compliance.
- **Discover Best Practices** – Learn proven strategies for conducting evaluations that inspire improvement.
- **Build Feedback Confidence** – Deliver constructive feedback that motivates – even in difficult situations.
- **Create Development Momentum** – Help employees move forward with clear, actionable goals.

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IMC is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP® or SHRM-SCP® recertification activities. Upon completion, this program provides 6 PDCs – Course ID Activity 26-2Y6Z6.



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