



VILLAGE OF WILLIAMS BAY

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NOTICE

FINANCE & PERSONNEL (F&P) COMMITTEE MEETING WEDNESDAY, DECEMBER 7, 2022 AT 10:00 AM

AGENDA

The following agenda items may be considered for Discussion, Consideration, or Action

- I. Call to Order
- II. Roll Call
- III. Presentation by Double EE Workplace Solutions LLC
- IV. Adjourn

Lowell Wright
Finance & Personnel Chair

Requests from persons with disabilities, who need assistance to participate in this meeting or hearing, should be made to the Village Clerk's office in advance so the appropriate accommodations can be made.

Posted: 11/18/2022 5:00 PM



DOUBLE E WORKPLACE SOLUTIONS LLC

We are based in SE Wisconsin and partner with you to install a paperless performance management system that generates actionable employee and organizational data

THE IMPACT OF FOCUSING ON PERFORMANCE

We believe that standardized performance management systems build trust and accountability in organizations, as there will be no surprises related to the performance of individuals and teams

HOW WE DO IT

We partner with you monthly to focus on six core areas that are known to drive and sustain performance (see column on the right of this document for the focus areas)

OUR PERFORMANCE MANAGEMENT BACKGROUND

We have interacted with the performance management process on multiple levels, and our industry-transferrable knowledge of “people systems” allows us to collaborate with you on your people engagement practices

WHAT WE HELP TO SUSTAIN VIA OUR SOFTWARE

Employee Engagement, Goal Attainment, and Desired Behaviors

WE ARE A TRUSTED PARTNER IN THE AREA



Kenosha Area Chamber of Commerce: Ambassador Chairperson (2-year term in progress)

UW Parkside Continuing Education Department: Leadership Trainer for their corporate clients

Wisconsin Manufacturing Extension Partnership (WMEP): Leadership Trainer for their clients

SBDC at UW Parkside: Resource for new small business owners

THE FOCUS AREAS

ORGANIZATIONAL CITIZENSHIP

Are employees modeling desired behaviors?

TASK PERFORMANCE

Are the right tasks getting done?

LEADER/MANAGER PERFORMANCE

How is the L/M doing with supporting the team?

GOAL COMPLETION

Are employees achieving the goals they set?

TEAM PERFORMANCE

Is the team being successful?

EMPLOYEE ENGAGEMENT

Do employees feel as if they are part of the team?



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