



February Program
DISCIPLINE!
Not Punishment for
Performance Sins

When an employee's performance or behavior is not acceptable, the manager often turns to the HR professional for guidance. HR needs to emphasize the importance of being the tortoise, not the hare. Slow and steady – with a good dose of self-control – will produce better results. Discover how to negotiate the points of agreement and set clear goals. Uncover the real problem and translate it into an opportunity. Anticipate emotional reactions from employees and help the manager deal effectively with them. Ensure that the response to performance deficiencies fits your organizational culture and demonstrates your core values.

PRESENTER: Hope Witmer

Hope holds a Ph.D. in applied management with a specialization in leadership and organizational change. She has 20+ years combined experience in healthcare management and as an executive coach, consultant and trainer. Hope oversees the administration of the MBA, the Master of Science Education, and the Master of Music Education at Lebanon Valley College, as well as the program for part-time undergraduate students and non-credit programs. She is also an adjunct professor for the MBA program.

WHEN: Tuesday, February 14, 2012

7:15 am Hot Breakfast Buffet

7:45-9:00 Program

WHERE: Farm & Home Center

Arcadia Road off Manheim Pike
www.farmandhomecenter.com/directions.php



THANK YOU!

to our Program
Sponsor:



WEATHER ALERT ! The decision to cancel a Breakfast Seminar because of weather will be made the Monday afternoon before the program. An email blast will be sent to members. You can also check the WGAL website for cancellation information

Registration Form for February 14, 2012

Name: _____ Company: _____

Pre-pay cost to members is **\$18** – Guests and at the door cost is **\$20**.

Return registration form to LCAHRM, PO Box 8244, Lancaster, PA 17604-8244 Phone (717) 569-6555

OR Register online with secure PayPal Link at www.lcahrm.org (click on upcoming events)

New members are invited to attend a 10-minute orientation session immediately following the meeting.
New member packets will be distributed. If you plan to attend this month, please check here _____.

DEADLINE TO REGISTER IS FEBRUARY 10 → please notify us if you are pre-registered and cannot attend.