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## **Fearless Performance Reviews: Coaching Conversations that Turn Every Employee into a Star Player (Business Books)**

*Jeff Russell, Linda Russell*

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**Jeff Russell, Linda Russell : Fearless Performance Reviews: Coaching Conversations that Turn Every Employee into a Star Player (Business Books)** before purchasing it in order to gage whether or not it would be worth my time, and all praised Fearless Performance Reviews: Coaching Conversations that Turn Every Employee

into a Star Player (Business Books):

Turn the performance review process into a performance enhancement process Fearless Performance Reviews introduces a groundbreaking new framework that transforms not just the review process but the entire relationship between coach and employee. Experts Jeffrey and Linda Russell replace the traditional performance review with the Performance Coaching Conversation, a bottom-up alternative in which the employee takes the lead both during the review process and throughout the entire performance cycle. "Fearless Performance Reviews is a great way to step new and experienced supervisors through a much more effective process for performance reviews. The process that is described in the book really does take the fear out of both sides of the performance assessment process." —Dawn Thistle, Organizational Learning Manager, Springs Window Fashions "Getting to the goal of effective performance reviews requires collaboration. What better way to share the journey to success than to agree on the route. Jeff and Linda offer us a powerful and clear framework for making the review process more collaborative and gives us a framework rather than a script." —Annamarie Shanahan, HR Director, Plastic Ingenuity

About the Author Jeffrey and Linda Russell are principals of Russell Consulting, Inc. (RCI) which helps leaders, managers, supervisors, and teams build effective and productive organizations.