

FRISK® Leadership Training Series

Effectively Communicating with Employees to Influence Improvement in Substandard Performance or Conduct

Skilled evaluators should know **WHAT** to say and **HOW** to convey the feedback message to employees who are experiencing performance problems. This session will focus on the five communication elements of FRISK® and the importance of each feedback element in addressing below-standard employee performance.

What is FRISK®?


The **FRISK®** Leadership Training Program is a proven communication framework for successfully remediating performance problems and developing legally defensible documentation when discipline is necessary. This program has been used for the past 30 years by school districts, county offices of education, professional education associations, universities, and community and state colleges for training and required coursework.

How Does FRISK® Work?

The training incorporates examples and hypotheticals to explain the **FRISK®** communication components and major documentation techniques, including the steps for progressive discipline. Emphasis is placed on using verbal feedback and documentation as a constructive, principled means of improving employee performance. Attendees receive the **FRISK®** handbook which is designed as a practical reference guide for evaluators.

Who Should Attend: All classifications and levels of authority, including instructional and non-instructional.

Date: February 13, 2020

Time: *Beginning Session*  Access Code: **FRISKAM**
8:30 a.m.-9:00 a.m./Registration/Continental Breakfast
9:00 a.m.-12:00 p.m./*Documenting Substandard Employee Performance or Conduct*
Register at <http://fresno.k12oms.org/124-179011>

OR *Advanced Session*  Access Code: **FRISKPM**
12:30 p.m.-1:00 p.m./Registration/Light Snack
1:00 p.m.-4:00 p.m./*Writing Skill Techniques/Q & A*
Register at <http://fresno.k12oms.org/124-179106>

Location: **Madera County Superintendent of Schools**
1105 S. Madera Ave, Madera California

Registration: \$125.00 per session – Includes the cost of materials and breakfast/snack

Questions? Contact Dora Olmos @ 559-265-3084

***Learn Critical Management Feedback Techniques
For Better Employee Performance***