

Good managers ask employees what they will do differently when mistakes are made or things go wrong. Rather than criticize and belittle, they help employees identify what went wrong, and brainstorm how to prevent a reoccurrence. They ensure that employees establish goals, measures, and deadlines. And finally, they properly equip staff, making certain employees have the tools, equipment, training, time, and support they need. This all requires managers to be intentional about coaching and to establish a plan for each staff member.

Conclusion

Great coaching increases positive behavior, and improves the work environment, engagement, satisfaction, and performance. It serves as a win/win as the organization provides better service to constituents and employees become better versions of their “work self.”

Many managers lack the ability to coach effectively. Training them to do it the right way may require a significant shift in the organization’s priorities, but it is worth the time and expense to ensure that performance management

is effective and accomplishes what it is supposed to achieve.

Employees 368

1. *Surprising Drivers of Employee Experience*, Center for Generational Kinetics - <https://www.businesswire.com/news/home/20171204005134/en/New-National-Study-Conducted-by-Ultimate-Software-Reveals-Need-for-Greater-Focus-on-Manager-Employee-Relationships>

2. *More Harm Than Good: The Truth About Performance Reviews*, Sutton & Wigert, Gallup (05/06/2019) (<https://www.gallup.com/workplace/249332/harm-good-truth-performance-reviews.aspx>)



Did you know? The published Legal FAQs are taken directly from the extensive library of resources on the League's website. Have a question? Try the search function on the website and get an answer. <http://www.lwm-info.org>

Streets & Alleys FAQ7

What is a snow emergency ordinance and how does it work?

Many Wisconsin cities and villages have adopted snow emergency ordinances pursuant to the specific authority granted to them for snow emergency parking regulation in Wisconsin Stat. § 349.13(1e)(c)2. These ordinances typically authorize the police chief or public works director to determine when there is a snow emergency and to contact the media. Upon declaration of a snow emergency on radio or

television, parking on streets is prohibited or limited in all or designated areas.

Although parking restrictions must generally be posted on the street where effective, there are statutory exceptions. Section 349.13(1e)(c)2 provides that signs informing motorists that 24-hour parking limitations, night parking regulations (e.g., between midnight and 7 a.m.), or snow emergency regulations are in effect may be posted at the corporate limits. This authority is also broad enough to cover signing of calendar or alternate-side parking during winter. (rev. 11/20)