

Title	Why Employees Don't Do What They're Suppose To Do: <i>and what to do about it</i>
Duration	90-180 minutes depending upon your needs
Recommended Audience	Board Members, Executive Directors. Managers, anyone with supervisory responsibilities
Synopsis	<p>"My employee is simply an idiot! I told him what to do!" The manager in this case might want to take a step back and consider why people don't do what they're supposed to do. Unmet expectations often lead to frustration, bitterness and recriminations. It need not be that way.</p> <p>Built upon the multi-decade research of Ferdinand F. Fournies, this session explores some of the 16 reasons why staff or volunteers are not fulfilling expectations. Participants will learn that failure of employees to implement expected duties is primarily an issue of management rather than employee performance. In this session, participants will identify some of the major barriers in addition to tips for applying the learning for rapid progress.</p>
Learning Objectives	<p>By the end of this session, participants will be able to:</p> <ul style="list-style-type: none">• State the Top 5 reasons for employee non-performance• Demonstrate understanding how to analyze nonperformance in employees and volunteers• Identify three new strategies they can employ to correct employee nonperformance
Presenter Biography	<p>For the past 25 years Michael Brand has built effective nonprofit organizations in places as diverse as Montana, Florida, California as well as the Czech Republic and Australia. A resident of Bellefonte, Michael provides consultation and development services to a wide array of nonprofit organizations across the USA with a specialization in Good Governance, Fiscal Sustainability, and Performance Management. In addition to a private practice, Michael also serves as a Program Officer with the Erie Community Foundation running their organizational performance project.</p>
Contact	Michael Brand 814-933-1408 michael@michaelbrand.org