



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

*Jeff Russell, Linda Russell*

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### **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**

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#### **Michelle Sanders:**

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