Turn Performance Problems into Clear, Defensible Action

Flipping the Burden: A Practical Webinar for Managing Underperformers

Give supervisors the tools to set expectations, document performance, and hold employees accountable with confidence.

Underperformance drains time, morale, and productivity—especially when managers feel stuck repeatedly explaining, defending, or re-documenting the same concerns. This webinar shows supervisors how to shift responsibility back where it belongs: to the employee, who must demonstrate acceptable, sustained performance against clear standards.

Participants will leave with a practical, defensible approach for setting expectations, measuring progress, documenting deficiencies, and applying accountability measures that align with agency policy and sound performance management practice.

In this webinar, attendees will learn how to:

- Use managerial authority appropriately to address performance deficiencies.
- Establish measurable standards for acceptable performance.
- Evaluate employee progress with objective criteria and clear documentation.
- "Flip the burden" so employees demonstrate worthy performance instead of supervisors repeatedly justifying corrective action.
- Apply fair, consistent, and defensible performance management strategies aligned with agency policies and procedures.

Ideal for: supervisors, managers, HR professionals, labor relations staff, and agency leaders who need a structured way to address underperformance before it becomes a larger organizational problem.

Why Van Meter and Associates, Inc.

Van Meter and Associates brings a practical, field-tested framework to one of management's most difficult responsibilities: addressing performance problems clearly, fairly, and effectively. This course is grounded in VMA's Human Performance–Promise-Based framework and designed to help leaders take action with confidence.

Reserve your seat and equip your managers with a practical process for turning underperformance into accountable action.

Webinar date: October 6, 2026 from 1:00pm-4:00pm EST

Tuition first $145, each additional $75.00

Register online, lower left **Email: https://vmanet.com/** **Call: 1-800-331-8025**

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