



# Conversations for Creating Star Performers: Go Beyond the Performance Review to Inspire Excellence Every Day

*Shawn Kent Hayashi*

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## **Inspire Star Performance through Meaningful Conversations with Your Team**

“If you want more top performers on your team, read this book!”

—**Jill Konrath, author of *SNAP Selling* and *Selling to Big Companies***

The performance review is an important part of your job as a manager or coach. But it is only a part. In order to develop team members effectively, you have to be proactive on a daily basis. This means having conversations—and not just about the weather or the game last night. Create ongoing conversations throughout the year that focus on:

- Developing team members to a higher level of ability
- Triggering the insight and inspiration within your team members to grow in new ways
- Building the skills that will enable others to accomplish their established goals
- Preparing yourself and others for the performance review discussion
- Keeping people motivated and moving forward toward the goals

Conversations for Creating Star Performers is a vital tool for keeping team members motivated, engaged, and moving ahead every day—not just the days before an annual review.

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#### **Nona Smith:**

Spent a free time to be fun activity to do! A lot of people spent their down time with their family, or all their friends. Usually they doing activity like watching television, going to beach, or picnic in the park. They actually doing same every week. Do you feel it? Do you wish to something different to fill your personal free time/ holiday? May be reading a book might be option to fill your free of charge time/ holiday. The first thing you will ask may be what kinds of e-book that you should read. If you want to try look for book, may be the publication untitled Conversations for Creating Star Performers: Go Beyond the Performance Review to Inspire Excellence Every Day can be fine book to read. May be it can be best activity to you.

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