

**Engaging Performance through Development Dialogues**

Dear Staff Member

As part of the Human Resources strategy of foregrounding people, called ‘*Employer of Choice’*, a new performance engagement and development model for PASS staff has been developed in collaboration with key stakeholders across the university.

This new model, called **Development Dialogues**, aims to transform how we engage with each other around performance and development matters, increase engagement and motivation, drive performance and enable sustainable, significant and meaningful contributions. It provides mechanisms for investing in the development of talent, giving staff both the capacity and the opportunities to advance their careers at the university.

Initially targeting all PASS staff and academic line managers, Human Resources will be visiting various staff forums in the next few months to present an overview of this model and its integrated approach to performance, potential, succession planning, career pathing and staff development. Training sessions will ensure that users of the new model understand the key principles and aims of the model, understand how to translate current key performance areas into the new format, and understand the supporting process and accompanying forms. ***We encourage you to make every effort to attend one of these sessions if you are responsible for managing PASS staff or if you are a PASS staff member.***

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| **Audience** | **Presentation/Training** | **Date** | **Time** | **Venue** |
| PASS Staff/Line Managers | Fully Booked | 17 June 2015 | 09h00 to 11h00 | Wolfson Pavilion |
| PASS Staff/Line Managers | Fully Booked | 18 June 2015 | 09h00 to 11h00 | Wolfson Pavilion |
| PASS Staff/ Line Managers | Training | 22 June 2015 | 09h00 to 11h00 | Wolfson Pavilion |
| PASS Staff/ Line Managers | Training | 23 June 2015 | 09h00 to 11h00 | Wolfson Pavilion |
| PASS Staff/ Line Managers | Training | 25 June 2015 | 09h00 to 11h00 | Wolfson Pavilion |
| PASS Staff/ Line Managers | Training (new) | 1 July 2015 | 09h00 to 11h00 | Wolfson Pavilion |
| PASS Staff/ Line Managers | Training (new) | 7 July 2015 | 09h00 to 11h00 | Wolfson Pavilion |

**Important to note:** Staff will need to book a seat for the training session that they want to attend by way of an email to Yuzrah Abass on yuzrah.abass@uct.ac.za

(Please note: **Development Dialogue** is the new agreed model for performance management and development for permanent PASS staff PC06-PC12. However, as is current practice for the Personal Performance System (PPS) process, this model should also be used for contract PASS staff on T2 conditions (and where appropriate for PASS staff on T1 conditions), permanent PASS staff PC01-PC05 and for PASS staff in PC13(5) and above.)

**More information** about **Development Dialogues** can be found on the [HR website](http://hr.uct.ac.za/performance/management/pass/pps/) or by contacting me. Alternatively, you can email any questions to hr@uct.ac.za.

**Human Resources Practitioners**