

While performance feedback is appreciated and necessary, it can be a challenge for organizations. With knowledge of new tools and best practices, you can help to make this easier for everyone on your team.

**Performance Feedback**

**The Nuts and Bolts of the Review Process**

By Dawn Robson

A little feedback goes a long way and while immediate feedback is welcome and often expected within the work environment, it is also important to provide more formal feedback in order to support personal and organizational growth.



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**Performance Reviews Need Not Be a Daunting Task**

By Marcia Hammonds

Ideas on how to make this a much better process:



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**Employee Feedback...There's an App for That!**

By Sara Bauer

One of the biggest concerns raised by employees is probably not what you may think. It is not about the long hours they work, their pay, or issues with co-workers, rather it is about lack of communication and feedback from management!



**Unemployment Stats**

	May-17	Apr-18	May-18
VICTORIA	3.8%	4.2%	3.9%
VANCOUVER	5.2%	4.1%	4.1%
BC	5.4%	4.8%	4.8%
CALGARY	8.9%	8.0%	7.7%
ALBERTA	8.0%	6.5%	6.4%
CANADA	6.5%	5.8%	5.8%

\*Source: Statistics Canada, CANSIM

**Business Quotes**

"We all need people who will give us feedback. That's how we improve."

-Bill Gates

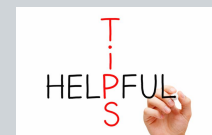
"Make feedback normal. Not a performance review"

-Ed Batista

**Performance Review Tips**

Human Resources Tips from Chemistry.

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**HR In-Brief Feedback Survey**

We are looking for feedback on the HR In-Brief so that we can make it better for you!

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## "What's in a Name? When is an Offer Letter Truly an Employment Contract?"

By Matthew Larsen, Associate; and Zaira Petruf, Student; at Fasken

What is the value of an offer letter and does it come with any risks?

# FASKEN

Court rules that a service agreement signed by an employee is unenforceable and that parties are bound by an offer letter.

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