

## Development Conversations Reading

The following two articles were key elements in our research;

1. Using LEADS to Shift to High Performance by Shauna Fenwick, Erna Hagge,
2. Reengineering Performance Management: How Companies are Evolving PM Beyond Ratings by David Rock, Beth Jones and Camille Inge

Both articles can be found and purchased here:

<https://eur04.safelinks.protection.outlook.com/?url=https%3A%2F%2Fjournals.sagepub.com%2Fhome%2Fhmf&data=02%7C01%7C%7C1de5df12ed1e4098fc9308d76394dad%7C84df9e7fe9f640afb435aaaaaaaaaaaa%7C1%7C0%7C637087363280424321&data=QMbvBKTzfpucMSORJLg0UCXEb42NXzWw2X5RZP94aKc%3D&reserved=0>

## Development Conversations Video Clips

AHS developed short video clips as part of our learning resource suite to support our workforce in making this transition.

**Each of these clips is under two minutes and shares key messages about development conversations. They are accessible through clickable links on our resources, and on our intranet.**

**Introduction:** <https://vimeo.com/371407848/f510c17fe0>

**Share Feedback:** <https://vimeo.com/371406701/40abe0ae98>

**Set Goals:** <https://vimeo.com/371404581/e36a7d1566>

**Plan to Grow:** <https://vimeo.com/371405839/5447d5e15b>