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DEI, DOA and Performance Management | March At C-Level

Layoffs – don't you just hate 'em?

Seems to be the cost-cutting approach de jour these days. Almost 200,000 employees got whacked so far this year, and that's just those that made the news. Make no mistake, there are plenty that do not.

In this month's "Ask Me Anything," and in a discussion on LinkedIn, someone asked, "Should performance reviews be used for layoffs?" And read that closely – it was performance *reviews*. Not just performance.

Here's the video response to that question:



See below if you'd like to ask a question for next month's AMA.

As always, let us know if we can help in any way – we're here for you. If you're wondering how specifically we can help, take a look here:

On to this month's **At C-Level:**

Kevin

TRIANGLE PERFORMANCE, LLC
Executive & Leadership Team Coaching

Communicate with Certainty & Clarity
When good communication is a priority, social conversations become more frequent and every benefit from a better understanding of each other.

Make Better Decisions with Confidence
With exposure to third party insights, executives can anticipate and see their blind spots and make good decisions with more perspectives.

Find Greater Organizational Impact
Investing in executive team growth will prime your organization for growth through better engagement and operational excellence.

Operational Excellence in Leadership
When executives don't play well as a team, the privilege of leadership can feel more like a burden. Having nowhere to go for support can result in:

- BLIND SPOTS
- MISUNDERSTANDINGS
- SUBOPTIMAL DECISION MAKING
- ORGANIZATIONAL RESISTANCE

These build walls between executives and create a harmful ripple effect on your organization.

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Leaders don't have to get along, but they do need to work better when they do.



Performance Management in Crazy Times *-- 1-on-1s, forms and layoffs*

Effectively managing performance today is a bear. It's tough. And can feel thankless... sometimes even pointless.

It's also one of the most important things we do as senior managers – setting, and managing to, performance expectations.

Why, then, do we anguish about it so?

[Read Full Article](#)



DEI is DOA... ...and we killed it!

Disclaimer: the opinions expressed here are that of the author. Caution: Some of you may agree with them.

Some of you may be offended by this. Me saying sorry you're offended probably won't make you feel any better.

It's a good bet that you and I have different ideas about the goals of well-intentioned DEI efforts, how they should be measured, and the benefits they can bring an organization. And I would argue that's a good thing; after all, that's what diversity of thought is all about.

[Read Full Article](#)

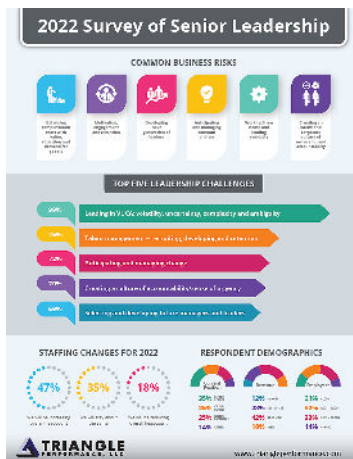
ASK ME ANYTHING

Ask me anything. You know, the ubiquitous twitter-inspired "AMA."

singular.

We get questions all the time. *All the time.* So, we thought we would start sharing some of the answers here, as a way of learning for us all.

So, Ask Me Anything. ***Simply reply to this email and ask away.*** We'll select one for the month, and we'll put the official response here in the newsletter. As an added bennie for asking it, we'll also send you a video response that goes a bit deeper into the issue. Gratis. Our gift for your efforts.



Stick a Fork in the Survey. It's DONE!

Triangle Performance LLC's **2022 Survey of Senior Leadership** is ready for prime time! Well over 100 respondents. It's not surprising that Leading in a VUCA environment, Talent Management (recruit & retain), and Anticipating Change all weighed heavily on our minds.

Stay tuned – we'll be sending requests for inputs to the 2023 survey shortly!

Download the summary. It's free!

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