

# Performance Management Group

L. Douglas Wilder School of Government and Public Affairs  
Virginia Commonwealth University



The VCU Performance Management Group (PMG) offers a comprehensive range of logistical and professional development services to help individuals and organizations achieve superior results.



## Consulting Services

PMG provides a wide array of customized performance and transformative solutions. With our extensive background in the public, nonprofit, and private sectors, we assist organizations in the development of strategies and practical action plans for enhanced achievement.



Service	Description	Audience
<b>360° Feedback</b>	A comparison of one's self-evaluation with the evaluation of supervisors, peers, direct reports, and/or others.	Managers, Leaders
<b>Executive Coaching</b>	Personalized coaching for individuals and teams working to achieve greater effectiveness.	Executives, Leaders
<b>Organizational Assessment</b>	Surveys, interviews, and focus groups to gain an accurate, objective, and confidential analysis of current strengths and areas for development.	Organizations of all sizes
<b>Strategic Planning</b>	Design and implement custom planning processes that build understanding and buy-in and produces a plan that is understandable and truly strategic.	Organizations of all sizes
<b>Business Process Analysis</b>	Process mapping to look beyond functional activity and rediscovers core processes and optimal methods of service delivery.	Organizations of all sizes
<b>Team Building</b>	Four phases of team development to determine how to lead a working team.	Teams of all types
<b>Stakeholder Engagement</b>	Gather specific, targeted information to guide future organizational activities and procedures.	Organizations of all sizes
<b>Cultural Competency</b>	Design programs and tools to increase organizational cultural competence.	Organizations of all sizes
<b>Custom Programs</b>	Design and deliver programs at all levels in an organization, both online and in-person.	Organizations of all sizes

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## Professional Development

PMG offers an integrated series of institutes that develop critical skills at the supervisory, management, and senior leadership levels. We offer competency-based curricula utilizing proven practices delivered by engaging, highly experienced professionals.

	FFS	ESI	SMB	CMI	VEI
Full Name	Fundamentals for Supervisors	Experienced Supervisors Institute	Supervisors and Managers Bootcamp	Commonwealth Management Institute	Virginia Executive Institute
Focus	Supervising others	Building and managing teams	Managing one's performance while developing others	Developing one's self leadership to better lead others	Developing executive leadership skills
Program Length	3 days	3 days	5 days	5 days	10 days
Audience	New supervisors or team leaders	Experienced managers, supervisors, and project leaders	New or experienced supervisors, managers, or project managers	Managers	Executives and leaders
Location	Richmond	Richmond	Richmond	Staunton	Virginia Beach, Charlottesville, Richmond
Cost	\$1,200	\$1,200	\$1,750	\$1,950	\$3,975

### Suggested Progression

Although previous programs are not pre-requisites, if you want to fully engage in all of PMG's programs, this is a suggested path.

