



**Project Management Institute**  
**Building Professionalism in Project Management®**  
**Olympia, Washington Chapter**

**Olympia Chapter Meeting**  
**December 13, 2005, 5:30 PM to 8:15 PM**  
**Tyee Conference Center, Tumwater**  
**Sponsored by:**

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## “Performance Management”

Presented by Brian Willett, Washington State Employment Security Department



“Like the “Force” in the *Star Wars* movies, performance management has a “Light Side” and a “Dark Side.” Many otherwise intelligent managers make fatal errors that lead them down the path to the “Dark Side” of performance management and negatively impact productivity and employee morale. Using simple teaching aids and charting tools, workshop participants will be part of a *fun* and *interactive* learning experience that will focus on the reason for variation in a process and how human psychology reacts



to superstitious motivational methods like stretch goals and “pay for performance” schemes. Get ready for an interesting and informative presentation when Brian Willett shows us how to use the “force” to avoid the Dark Side of Performance Management. This energetic and captivating speaker is a consultant and trainer specializing in performance measurement and management.

### Biography

Brian Willett works for the Washington State Employment Security Department and holds a Masters degree in Organizational Development from Central Washington University and a Bachelors degree in Spanish from Brigham Young University. He is also an ASQ (American Society for Quality) Certified Quality Manager.

**Please register AND guarantee payment by December 9 to be guaranteed a meal.**

**Register with:** [Applause Event Services](#)

**Online:** <http://www.applauseevents.net/registrations.htm> **Message only:** 360.349.5415

**Cost:** PMI Members \$25, Non-members \$30, Speaker Only \$10

**Time:** 5:30 PM to 6:30 Networking, 6:30 to 7:00 Dinner/Announcements., 7:10 to 8:15 Speaker

**Place:** The Tyee Conference Center at 5757 Littlerock Rd, Tumwater, WA 360.753.9199

1. From Interstate 5 (I-5), take exit 102.
2. Proceed west on Trospen Road for 1/3 mile.
3. Turn left at the Littlerock Road stoplight.
4. Proceed for 1/3 mile. Turn right into the Tumwater Center parking lot. (Across from the Costco driveway).

**Email Notification:** Email [membership@pmiolympia.org](mailto:membership@pmiolympia.org) to be added to our email list for future meetings!

**PMI Olympia January 17, 2005**

**You can register now for this and future meetings. Check them out at [www.pmiolympia.org](http://www.pmiolympia.org)!**