



PSA Leadership Committee TEC 2018

PSA TEC 2018 EXECUTIVE SUMMARY

PSA Leadership Committee

TEC 2018 Leadership Committee Review

PSA TEC 2018 was an amazing conference with top-notch quality education. Some of the best sessions and highest registered were hosted and delivered by PSA's Committees. PSA's Leadership Committee hosted 2 panel education sessions: How to Create a Culture of Accountability and Performance Reviews: Annual or Consistent Feedback. These panels were delivered by industry experts and peers who shared their experiences and insights into being better leaders in their organizations and in the industry.

HOW TO CREATE A CULTURE OF ACCOUNTABILITY

The first Leadership Committee session was how to Create a Culture of Accountability. Moderating this panel was Mr. Paul Boucherle, Principal at Matterhorn Consulting. The panel consisted of Mr. Bill Bozeman, President & CEO of PSA Security Network, Ms. Christine Lanning, President of Integrated Security Technologies, Terry King, General Manager for Preferred Technologies, LLC, and Mr. Scott Ranger, Vice President for Paladin Technologies. How do you improve the culture of your business? How do you get your employees to be more engaged and to take ownership? In order to create a culture of accountability, where employees are engaged and seek ownership, you start by practicing what you preach. This extraordinary panel of leaders and experts in the industry they serve, shared what works best for them in keeping their team accountable, how to develop a measurable direction, and making sure all employees live by their company-wide mission.

PERFORMANCE REVIEWS: ANNUAL OR CONSISTENT FEEDBACK

The second Leadership Committee panel at PSA TEC 2018 was Performance Reviews: Annual or Consistent Feedback. Moderating this panel was Mr. Nigel Waterton, SVP Corporate Strategy & Development at Aronson Security Group. The panel consisted of Mr. Carey Boethel, President & CEO of Securadyne, Mr. Bert Bongard, President and CEO of LVC Companies, Mr. Stuart Bostock, Group Chief Executive for Security Cetnres International, Ltd., and Mr. Shad McPheters, General Manager, Americas for Northland Controls. Performance reviews are supposed to be a time when the manager helps the employee see where he or she could improve, and a time to plan for the new year. Many organizations tackle performance reviews and the frequency differently. Even within the same company managers may use entirely different performance criteria. This panel discussion covered different approaches and philosophies to performance reviews and what works best for each panelist. The general consensus at the end of this panel discussion was that it is a balance between both real-time feedback for improvement and annual reviews for performance measurable goal setting.

To learn more about PSA's Leadership Committee and all Committees, please visit our website: www.psaeducation.com – create a free account and get started utilizing all of the great tools developed by PSA's Committees!