



Setting the Stage for Separation - APMA

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Assumptions

- Hiring right
- Onboarding
- Training supervisors
- Communication
- Growth plans
- Performance reviews
- Proper documentation
- Well orchestrated terminations

When Things Aren't Perfect

- What's real?
- What does it actually look like?
- What are the struggles?
- Why or why not are we able, or not able, to achieve the ideal?
- How do you backtrack and still be able to make it happen?

Practice and Sharing

Scenario 1:

Your best employee is difficult to say the least. You have noted in her file and to her directly that she **MUST** be more kind to her fellow workers. Yet, she has continued to act aggressively, mean, harsh toward others. She is now on maternity leave and the PEACE level in the office is just that, PEACEFUL. Work is getting done including the work that your “problem” does.

This person has so aggravated other employees, also valuable, that the other employees have told you that IF you permit her to come back to work they will be forced to leave. They are **UNWILLING** to put up with this employee any longer. **ALL** other staff members have written you letters confirming this is their position.

Practice and Sharing

Audience scenarios

What to do?

