Corrective

TMIII – identify when the series of poor performances require a corrective action

* The actions you have taken are not producing the desired results (cross-roads)
* Inform the second level manager of event
* Verbal, coaching, documentation,
* When the employees performance or behavior becomes a more serious violation

Immediate stop violence so serious needs to become a corrective action

Eyes and ears of the 2nd level manager

When has a rule been violated?

Consult the civil rights second opinion, with questions

Kick it to the second level manager

Limited view about policy and procedures

Work violence and sexual discrimination hard stops

Judgement and awareness about what your employees are doing

Corrective action part of the process is that the documentation becomes part of the process this includes PDF PIP and notes you may become documentation about the Corr/Disciplinary Action

Documentation can go from notes to the court in the case of a TM1 or TM2

Pay attention and be responsive so something

Bring the documented history of the event