

Employment Practices



Cape Cod Municipal Human Resources Group : Supervisory Trainings

***PLEASE NOTE - This training is only open to Cape Cod Municipal Supervisors. Only three (3) individuals per town may attend each session.**

Employee Feedback and Evaluations

Overview

Delivering and receiving constructive feedback and performance reviews remain some of the most challenging workplace conversations. This dynamic session equips participants with practical skills to navigate these critical exchanges with confidence, resulting in increased trust, performance, and credibility. Participants will explore the psychological barriers that make feedback difficult to give and receive—whether with colleagues, direct reports, or supervisors. Participants will learn techniques to deliver constructive feedback in ways that keep others open and receptive. The session also addresses how to effectively hear and process feedback, transforming it into opportunities for both performance improvement and stronger workplace relationships. Last, this interactive training will help managers reimagine performance reviews as powerful catalysts for employee growth and engagement rather than dreaded administrative tasks. Participants will gain essential skills to conduct meaningful performance appraisals that drive measurable results while actively supporting employee development.

Topics

- Examine your personal mindset and emotional responses around giving and receiving feedback
- Distinguish between the three forms of feedback and when to use each effectively

DATE & TIME

March 10th, 2026
1:00pm- 3:30 pm

LOCATION

Barnstable Town Hall : Hearing Room (2nd floor) 367 Main Street Hyannis, MA 02601

REGISTER HERE



PRESENTER

CALLY RITTER

This training will be delivered by Cally Ritter who is the principal of

- Apply best practices for delivering coaching and constructive feedback that drives improvement
- Develop greater receptivity to constructive feedback and use it for professional growth
- Create SMART goals that connect individual performance to broader organizational objectives
- Compose clear, specific, and actionable performance comments that provide meaningful guidance
- Recognize and mitigate common appraisal pitfalls and unconscious biases that compromise fairness

Positive Ripple Training and Consulting. She is also a senior consultant and consortium member of Casey Hall Training Associates. Cally has spent more than 25 years as a leadership development facilitator, speaker, keynote and director of training. She works with forward-thinking organizations to inspire employees to make shifts in their thinking and behavior for greater work/life effectiveness. Cally engages her audiences with storytelling, humor, technology, and her contagious energy, and offers customized and dynamic sessions on topics such as communication, public speaking, stress/resiliency, performance management, harassment/discrimination, unconscious bias and much more.

Reward Credits This webinar qualifies the MIIA member for .50% MIIA Rewards credit under the Workers Compensation category.

Accommodations Please contact Lauren Stratton at 423-302-7787 at least 48 hours in advance.

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