



Performance Management

Performance Management focuses on the complex and paradoxical Leadership issues of today's business environment. The skills leaders develop in this workshop will help them create and sustain work units characterized by excellence, adaptability, and continuous learning.

Objectives

The workshop is designed to help leaders create value and build strong, high-performing teams by balancing the key practices that shape the performance of individuals. It integrates the inspiration of leadership with the skill of management. The workshop will help you:

- Develop skills to effectively lead in one-to-one and group situations
- Establish a clear understanding of expected behaviour and performance levels
- Monitor and assess performance
- Giving staff the quality feedback
- Build on performance successes and develop people to their full potential

Contents

Performance Management covers the following areas:

- How to present the business case for performance management
- How to communicate vision and strategy in a way that builds employee motivation and commitment
- How to go beyond effective goal setting to creating goals that inspire and create alignment
- How to use a feedback process that creates both performance and fulfilment
- How to uncover recognition needs, connect recognition to performance, give employees a sense of being valued, and distinguish between intangible and tangible recognition
- How to identify the support needs of employees and provide direct support, as well as work with other departments from whom support might be needed.

Methodology

Performance Management is a two and a half day, facilitator-led workshop that capitalizes on the many undeniable benefits of classroom-based learning, such as face-to-face participant to participant and participant-to-facilitator interaction, true-to-life planning practices, and immediate in-person feedback. All core skills presented are augmented with various support tools that help participants hone their new skills and behaviours and more proactively develop their organizations.

Target Group

Team leaders and professionals in a management or leadership position. Human resource professionals, organizational development staff, training and development personal.