

Managing Performance



Facilitating performance improvements by being supportive and consistent whilst holding people accountable.

Who is it for?

This is an essential short programme for anyone in a people management role who struggle to obtain positive outcomes and changes in behaviour from an appraisal process.

Overview

Managing performance is widely recognised as playing a key role in the development of skills and attitudes in the workplace, and a vital part of this process is the formal review, often referred to as the appraisal process. Managed well, a positive appraisal reinforces the benefits of the performance management process. Managed badly, team members may leave the appraisal feeling de-motivated and/or under valued. The aim of this two day workshop is to enable participants to improve their personal skills and self confidence in managing performance.

Workshop Objectives

- Conduct informal and formal performance reviews.
- Structure individuals development to fulfil role requirements.
- Set SMART objectives.
- Provide positive and constructive feedback to encourage an improvement in performance.
- Develop evaluation processes to measure the effectiveness of the individuals development.
- Apply the basic skills of coaching to enhance self awareness and performance.

Investment

Total investment for this two day workshop is £280 per person. Alternatively, this workshop can be delivered internally to your organisation for a total investment of £2332. Based on a group size of ten persons, this reflects an investment of £233 per person. This cost includes all relevant materials but excludes any costs associated with the venue.

Ilm Accreditation (optional)

For an additional investment of £59.00 per person, and on successful completion of this workshop and associated action plan, the Institute of Leadership and Management (ilm) will acknowledge the participant through the Development Award and twelve months ilm membership which includes access to online support materials, study guides and career development support.