

IMPLEMENTING PERFORMANCE MANAGEMENT

(one or two day programme)

Performance management programmes can be a major opportunity to energise others as well as to demonstrate effective and engaging leadership.

A one or two day programme designed to equip managers to provide engaging leadership through an entire performance management programme. The programme can be supported, where necessary, with our advice on design and development of the most appropriate system for your organisation.

PREPARATION

- Understand the organisational strategy, values and operational goals
- Read any information on the proposed performance management review process and expectations
- Review previous performance management reports

PRACTICAL WORK

- Aligning performance reviews to strategic and operational imperatives
- Working with competencies
- Placing values and behaviours within the performance management context
- Preparing for reviews
- Giving and receiving feedback
- Evaluating and calibrating assessments
- Setting objectives
- Building development plans

KEY OUTPUTS

- Robust performance management process consistently applied
- Managers clear on the crucial role they can play in using performance management to assess and develop talent
- Confidence to hold positive and insightful performance management reviews
- Strategic alignment of performance management to the operational imperatives and goals of the organisation

ORGANISATIONAL VALUE

- Align performance reviews and objective-setting to the precise strategic and operational requirements of your organisation
- Develop consistent leadership and management capability to engage others, provide feedback, and build sturdy plans for the future

PERSONAL VALUE

- Build self-confidence
- Develop professional management skills in assessing others, providing feedback, setting objectives, and building development plans