

Successful Performance Management Strategies



Aligning People and Organisations brings Focused Results!

HR Edition 

It takes superior people management skills to work through and provide practical solutions and a clear strategy in order to develop your staff to deliver consistent results. The challenge is, managing performance can take time, commitment, energy and blind courage to deal with the highs and lows of people performance.

Too many managers can subscribe to 'performance management denial' and can play down the issues of poor performance, or adversely micro manage an individual to the point where trust and empowerment have vacated the relationship.

Some managers can also give excuses such as "lack of adequate training or that they were not fully aware of the organisations performance management policies or the legal environment," etc. As a result, they do not manage performance issues effectively or in alignment with the objectives of their team or business unit. Without proper skills and necessary attention, poorly managed performance issues will impact on morale, staff engagement and ultimately, the financial bottom line.

Successful Performance Management is a breakthrough training course that will provide managers and HR professionals with a range of skills and knowledge to better manage poor performance and most importantly, understand the strategies to develop high performing individuals.

Designed for?

- Successful Performance Management is applicable to anyone who is looking for ways to lead their team, or individuals to improve overall performance.
- Applicable to all levels of management and is designed to give fresh ideas and techniques to enhance people management skills through the performance process.
- An ideal group size is 6 - 15 participants.

Key Learning Outcomes

- ✓ Understand and manage the process of Performance Management.
- ✓ Implement the necessary communication skills required.
- ✓ The knowledge to develop key strategies needed for performance improvement.
- ✓ How to deal with resistance and uncomfortable performance issues.
- ✓ Diagnosing the correct performance strategies necessary to facilitate progress.
- ✓ Framing techniques and managing the performance discussion effectively.
- ✓ Conducting effective feedback and one-on-one sessions both formally and informally.
- ✓ Designing effective learning and development plans to bridge identified performance gaps.
- ✓ How to set relevant and aligned KPI's.

Live Face to Face, Virtual or Hybrid



Power Sessions



Half-Day



1-Day



2-Day



Coaching

Contact Us

 1300 762 461

 info@calcorporatesolutions.com.au

 calcorporatesolutions.com.au