

Managing Hybrid Performance



Successful Performance Strategies for the Flexible Workplace.

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 give excuses such as "lack of adequate training or 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.

'Managing Hybrid Performance' is a breakthrough training course that will provide your managers with a range of skills and knowledge to better manage poor performance and most importantly, understand how to develop high-performing individuals. It has been designed with the hybrid workplace in mind and the challenges that can arise from managing teams in flexible workplace models.

Designed for?

- Those who are looking for ways to lead their hybrid team's performance to new levels.
- All levels of leadership that manage performance remotely or in a hybrid team
- To give fresh ideas and techniques to improve people management skills through the performance process within the context of hybrid teams.
- An ideal group size is 6 – 15 participants.

Key Learning Outcomes

- ✓ Understand and manage the process of Performance Management in a hybrid model.
- ✓ 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 in a hybrid environment.
- ✓ 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 virtually.
- ✓ Effective strategies to improve managing individual performance issues in remote workplace teams.
- ✓ How to create overall positive performance synergy with hybrid teams.

Live Face to Face, Virtual or Hybrid



Power Sessions



Half-Day



1-Day



Coaching

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