

Module 4: Maximising Performance

Recommended when most relevant

Great managers are critical to the success of every business, yet many individuals find themselves managing people with little or no formal development to help with this challenging role. It has also been shown that the number one reason for people leaving organisations is down to their relationship with their line manager. In short, management is the most important role to get right in any organisation. This workshop enables those who manage people to deliver high performance and drive motivation and engagement for our high, average and under performers. As managers, it is essential to develop strong communication skills to deal with performance effectively and nip potential issues in the bud whilst driving a motivated team. To do this we must flex our style and provide a vision of the future whilst managing their development.

This course is about adjusting our style to manage and motivate all types of individuals as required.

Outcomes:

- Understand what constitutes performance management
- Appreciate their role in fostering employee engagement
- Consider how engagement and motivation impacts business results
- Recognise the generations and how they prefer to be managed
- Understand how to manage high, average and poor performers to drive business outcomes
- Consider how to run effective and efficient 121 sessions to maximize results
- Gain confidence in having 'courageous conversations' to sustain high performance
- Consider how to manage performance issues using PEG - Performance; Expectation; Gap
- Align these skills to Actus Software
- Practice application of the skills

Actus alignment

- Use 121's and meetings to manage and document informal and formal performance conversations
- Set short term or development objectives to drive performance and behaviour
- Review and discuss career aspirations
- Review, monitor and track performance using Actus Software including PIP forms if necessary

