

THE IN-HOUSE TRAINING COMPANY

Maximising outstanding performance

Overview

A two-day adventure in how to become an outstanding performance manager with a performance-driven mentality.

If you want to establish or maintain a rigorous culture of performance management – one that holds people accountable whilst still empowering them and encouraging growth – you need to focus on the people in your organisation who have the strongest influence over people's performance, ie, the managers. This programme will help transform your 'line' managers into 'outstanding performance' managers, totally focused on their role and responsibilities in driving performance.

Training objectives

The participants will come away from this event with:

- Increased ability to motivate, influence and persuade others
- Increased focus on the different needs of poor and strong performers
- The ability to create the right environment for outstanding performance
- An action plan for developing a more dynamic leadership style
- The prospect of greater retention of high-performing and high potential staff

The over-riding objective is that every participant will in future deploy exceptional performance-management focus as a matter of course during every working day.

Audience

This unique programme is designed for those who already have some experience of people management, to help them drive the performance of those they manage to outstanding levels.

Format

This two-day masterclass is highly interactive, with participants being introduced to leading-edge tools and approaches to explore real performance management situations and work towards achieving outstanding results.

Special feature

A written course outline cannot do justice to this programme, so if you are tempted by it but want to see it in action first, why not 'try before you buy'? The expert trainer is an associate with a consultancy that runs open programmes on a regular basis, so if you want to sample the course first just give us a call and we will put you in touch.

The expert trainer

Philippa is a lead consultant in the design and delivery of training initiatives, working with a broad base of clients. Her background in psychology provides a strong foundation in adult learning, development and behaviour which is coupled with a passion for supporting individuals to reach their performance potential.

A graduate member of the CIPD, and with a diploma in Training and Development, Philippa's enthusiasm and energy for people and the experience gained in her five years at Unilever as Learning Manager result in a very pragmatic, business-oriented approach with an emphasis on practical, tangible results. Her strength in creativity and innovation shines through her design and delivery style.

Fully qualified in the use of Facet5 and Thinking Styles profiling tools, her particular areas of interest are personal development, self-awareness, coaching and effective working relationships.

Course outline

DAY ONE

- 1 Your role as a manager of performance**
 - Identifying good and poor performance
 - Your responsibilities as a manager
 - Identifying key skills of performance management
- 2 Developing a dynamic leadership style**
 - Identifying appropriate styles of leadership
 - Applying the right styles for your team
 - Managing performance through change
- 3 Developing high team performance**
 - Exploring the dynamics of a high-performing team
 - Communicating your vision
 - Encouraging the right values and behaviours

DAY TWO

- 4 Motivating for results**
 - Influencing individual behaviour
 - Tapping into personal drivers
 - Identifying persuasion techniques
- 5 Coaching for performance**
 - Identifying strong performance in others
 - Performance coaching defined
 - Coaching to develop behaviours
- 6 Holding people accountable for performance**
 - Challenging motivation and capability
 - Tackling performance reviews
 - Setting remedial targets and development plans

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**TO DISCUSS YOUR TRAINING REQUIREMENTS
PLEASE CALL 01582 469080**

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