

Managing for Performance

There is no 'one size fits all' approach on the pathway to performance. This program emphasises the relationship between the management and development of people and an effective organisation that provides a fair and equitable environment for the positive improvement of performance.

The Managing for Performance program is focussed on providing practical skills and knowledge of performance development and performance management processes and techniques. The program aims at equipping frontline leaders with the skills to traverse the breadth of coaching, counselling and disciplinary techniques and applying the skills appropriately. It provides the day-to-day know-how for satisfying the legal requirements around performance management processes.

This practical program includes:

What are the pathways to performance and whose responsibility is it

The Legal considerations

The role of feedback

Setting the Platform – performance objectives and behavioural expectations

Coaching for improved performance

Performance Counselling - what is it

The tin-tacs of the performance management process

Alternative processes to managing Misconduct and Conflict

Learning Outcomes:

At the conclusion of this program participants will be able to:

- ✓ Understanding their role in demonstrating behaviour and building performance within their team
- ✓ Know how to set and convey clear expectations
- ✓ Understand the legal principles of procedural and substantive fairness in managing for performance
- ✓ Have the skills to conduct informal performance development on a daily basis
- ✓ Understand the formal processes in managing underperformance and misconduct in the workplace

Duration: 1.5 days

Who should attend: Managers, Supervisors, Team Leaders and Coordinators

Venue: This program runs in-house and publicly, check out our workshop calendar at www.peelhr.com.au/workshops