# corporate instinct

## *Managing Performance*

**Overview**   Effective Performance Management is critical to personal and organisational success, to growth and development and to job satisfaction.

This programme will focus on supporting managers to develop and practice the skills necessary to deliver a focused, collaborative and empowering performance review which reflects the organisational goals and culture. The programme will place the performance review process into the business planning cycle and consider how managers can ensure that performance management remains relevant to the day to day learning and success of individuals, teams and their organisation.

**Aim**   Having completed the programme, delegates will be able to apply sound and ethical performance management practices to improve both work performance and job satisfaction of those they manage.

**Learning Outcomes**   Having attending this programme learners will…

- Be able to define Performance Management and explain its relevance to organisational objectives and to individual motivation
- Understand what motivates performance
- Recognise the importance of clear goals
- Empower staff to actively engage in performance management discussions
- Have practiced performance management discussions in the context of both high performance and under achievement
- Have considered how the performance management discussion can be used to develop attitudes and values as well as performance outcomes
- Considered how best to record, monitor and review performance and learning targets
- Have create a personal action plan for ensuring effective performance management for all staff they manage

**Who is the Programme for?**   Supervisors, managers, leaders and trustees who are seeking to develop, empower and enable those they manage to fulfil their potential and to deliver excellence in their job for themselves, the organisation and for service users / customers.

**Duration**   One Day