

Accelerating Growth Through Performance Management



What this is about

The definition of performance management is the ongoing process leaders use to measure, develop, and motivate employee performance. It is an opportunity for leaders to acknowledge the performance strengths and successes of each team member, as well as identify opportunities for further growth and development through feedback.

This learning session provides leaders with a framework to set performance standards and create the conditions for meaningful and collaborative performance conversations. It equips leaders with the skills and behaviours to provide feedback, ask questions, and set the conditions for co-created solutions.

Where we journey

- Defining performance management.
- Performance challenges and opportunities to motivate performance.
- Setting performance standards and building accountability.
- Re-thinking strengths and weaknesses.
- Preparing for the performance conversation.
- How to create a collaborative environment.
- Leading the performance conversation with courage.

Performance Management

What we learn together

By the end of this session learners will be able to:

- Identify performance challenges and opportunities to motivate higher performance.
- Understand why clear performance standards are a pre-requisite for accountability.
- Know what steps to take to prepare for a productive performance conversation.
- Reframe weaknesses as overdone strengths.
- Have a challenging performance conversation to inspire improved performance.

Who is this for?

- Team leaders who are looking to be more effective at building and sustaining highly motivated performing teams.

How we learn

- Delivered in-person or online.
- Workshop Duration: 2 to 3 hours
- Facilitated by experienced leaders and trainers who are International Coaching Federation (ICF) certified coaches.
- Interactive and participative. We use real-play, not role-play, and lean into inquiry, discussion, demonstration, and practice to integrate and embed the learning.

What's Next

Take action. To learn more or book this session reach out to us at hello@fluencyleadership.com.