

Managing Employee Performance

How to bring about better performing individuals and teams

[Click here to Register](#)

2 Days: CUA Ref: # 818447

Course Overview

A leader's effectiveness is determined, more than anything, by the way performance is managed and relationships are developed and maintained.

The **two day** *Managing Employee Performance* program is a comprehensive exploration of effective approaches to performance management and the development of the skill of "the performance conversation".

Participants will learn how to use the performance management cycle together with a proven performance management system (and its processes) that links individual performance with organisational objectives.

More importantly, participants will leave the program confident in their ability to conduct effective performance conversations and to confidently manage those difficult situations when performance problems arise.

Recommended For

Managers, team leaders, project managers, supervisors, or anyone who needs to achieve organisational outcomes through, or with, others.

Benefits

For the organisation

- Managers who can positively influence the performance of their team members; and
- An organisation where underperformance is addressed in a way that produces an ownership of solutions

For individuals

- An approach to employee management that is easily learnt;
- Increased confidence to manage employees; and
- Higher performing teams and individuals.

Learning Outcomes

By the end of the two day program participants will have:	
<ul style="list-style-type: none"> • Examined the role of performance management; 	<ul style="list-style-type: none"> • Examined methods of and developed plans for monitoring, recognising and rewarding performance excellence;
<ul style="list-style-type: none"> • Investigated the performance management cycle; 	<ul style="list-style-type: none"> • Prepared for and conducted a performance review;
<ul style="list-style-type: none"> • Reviewed various approaches to performance management; 	<ul style="list-style-type: none"> • Practised the giving of constructive feedback;
<ul style="list-style-type: none"> • Practised using a performance management system; 	<ul style="list-style-type: none"> • Understood factors that may inhibit performance;
<ul style="list-style-type: none"> • Related individual performance outcomes to organisational strategic and operational plans; 	<ul style="list-style-type: none"> • Determined approaches to managing substandard performance;
<ul style="list-style-type: none"> • Determined individual performance objectives, developed a framework for individual learning plans and documented a draft performance agreement; 	<ul style="list-style-type: none"> • Developed an employee or team performance management plan with specific tasks, timeframes and evaluation.

Training Methodology

This is a highly interactive and practical program in which participants will:	
<ul style="list-style-type: none"> Discover systems, methods and techniques that work successfully. 	<ul style="list-style-type: none"> Carry out a performance review interview.
<ul style="list-style-type: none"> Establish and analyse their own management style. 	<ul style="list-style-type: none"> Get feedback from interviewees.
<ul style="list-style-type: none"> Relate the above to their personal work situations. 	<ul style="list-style-type: none"> Record their learning.
<ul style="list-style-type: none"> Discuss and practice key skills with other participants. 	

Presenter

John Scotland consistently demonstrates why he is in demand to lead courses aimed at personal and organisational development. For more than 15 years John has assisted leaders and their teams to manage change and enhance performance through improved attitudes, innovation and communication. He is an accomplished educator, facilitator, coach and speaker who engages with his audience in ways that amplify the learning experience. John is the Principal Consultant with the Applied Innovation Centre.

Duration – Dates - Venue	Fees per person (including GST)
2 days Non-residential	\$574 CUA Members
See calendar for dates	\$880 Individuals
St. Catherine's College 2 Park Road, Nedlands	\$660 Groups of 3 or more
Free onsite parking	Lunch, morning / afternoon tea included

[Click here to Register](#)

**Discover it, learn it, practise it, make it your own,
then *do it for real!***

Cancellations

No refunds will be made on cancellations received after 7 days prior to the event.

Privacy Statement

The Applied Innovation Centre respects your right to privacy and will not provide contact details of course participants to third parties.

Unsubscribe

If you do not wish to receive information about AIC training courses, research or professional services, please click REPLY and enter UNSUBSCRIBE in the subject line.

Results through **INNOVATION**

For more information about the Applied Innovation Centre go to www.appliedinnovation.com.au

