Core Competency Addressed in this Class:

Managing Work

Apply performance management and evaluation practices in your organization to ensure that results of work are monitored and measured for desired outcomes.

Class Duration: Two Days

Objective

This session is designed to prepare managers to conduct fearless face-to-face performance reviews. It helps them plan and structure their conversations with employees so they are collaborative and meaningful. Participants will learn to define what is great performance, develop specific and measurable performance expectations for every position, and conduct meaningful coaching conversations with their employees.

Desired Learning Outcomes

After participating in this session, you should be able to:

1. Define great performance for every position you supervise
2. Establish SMART job and organizational accountabilities for every position
3. Identify performance coaching goals
4. Analyze the causes of employees’ performance problems
5. Build a strong relationship with your employees based upon the Collaborative Mindset
6. Conduct an effective performance coaching conversation