Module 10 – New Performance Management

Reasons to Attend

Individual Motivation has been recognized as a key-contributing factor in employee performance. In order to achieve high performance with the accelerating change of the twenty-first century and the increasing demands and challenges of the modern workplace, you and your team need resilience. The course will help you to reflect on employees' performance in terms of the way in which they think, feel and act. It will help them explore their potential and realize that they are capable of much more than they think they are. It will teach them specific strategies to be able to set and achieve goals, to create positive feelings such as motivation and confidence more often, to be able to become more resilient and deal with setbacks more effectively.

Course Methodology

The course is designed for both individuals and companies. It is divided into independent modules and is adjusted to the number of attendees. In a group course, attendees gain all strategies for increasing motivation and engagement through role-lays, group activities, and cases that are included for each module to strengthen participants' ability to transfer the knowledge into the work environment. Awareness building, skill-building, and reflection times are carefully designed to ensure the right impact.

Content

1. Investigate underperformance issues

It's important to thoroughly understand why an employee might be underperforming. Avoid making assumptions by gathering data and information as well as addressing the person directly. The employee might be lacking proper resources or maybe wasn't adequately trained and on boarded from the start. There might be outside influences distracting them from doing their work and they could use some support from HR. It's possible that the employee lacks clarity about the company goals or doesn't feel valued or well-supported in their role.

2. Encourage continual communication & provide valuable feedback

Everybody likes to be appreciated and thanked for their hard work. Recognizing your employees for a job well done is an important part of helping to ensure continued employee engagement. Knowing that the most memorable recognition to an employee comes from their managers, it is essential to have managers and supervisors appreciating the sensitivity and importance of this step in relationship building and conveying it in the right way, whether it is a positive or a corrective feedback.

4. Make professional development a top priority

If professional development and growth is a top priority at an organization, employees will feel more valued and they are more likely to stay if they see that their company is giving them the potential to grow and use their skills. By strategically and cost-effectively creating, managing, and delivering training to employees, you can improve employee engagement and retention. There are some key areas to consider to acquire skills that would lead to results: communication, collaboration, conflict resolution, organization, adaptability and any development that will make you more successful and healthier as an organization, should be prioritized and consistently implemented.

5. Foster a positive work environment

According to many research, employees that feel happy with their work environments also perform better. This shouldn't be a surprise. Think about how different you feel the people around you are motivating and positive. This also means boosting team morale and ensuring positive communication within the team. Make sure employees have non-work related activities and events planned, and that everyone feels valued on their teams.

6. The power of "smart" skills

To be able to create good relationships, one has to have a good level of self-awareness first. Building self-awareness through interpersonal skills crucial for creating relationships at work such as communication, professionalism and many others. Retention is one of the critical components to creating an effective people management strategy and demonstrating collaborative behavior yourself you create a collaborative, healthy place where employees feel that interactions with leaders and colleagues is something valuable and generously offered.

7. Manage performance to encourage growth

Overall, people are more motivated and productive when they feel supported, valued, and are set up with the necessary resources to complete their tasks. Managing the performance of employees requires an in-depth understanding of the individuals themselves and the ability to encourage their growth and development. Setting the tone for a happy workplace also involves cultivating an aesthetically enjoyable environment. Allow employees to give input in regards to the design of their workspace.

Course Objectives

By the end of the course, participants will be able to:

- Identify key management practices for motivating employees ✓
- Enhance individual and group productivity ✓
- Understand how the qualities of autonomy, relatedness and competence influence employees' sense of well-being and motivation ✓
- Understand success factors: attitude, pro-activity and responsibility ✓

Target Audience

HR team members, 1st and 2nd managers, team leaders, and other stakeholders and decision-makers who want to build a positive work culture in their organizations and retain their talent.

Certificates: By the end of every course, attendees will be awarded a certificate for successful attendance or accomplishment, provided by Kitanovski consulting.

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