

TRANSFORMING PERFORMANCE MANAGEMENT MASTERCLASS

To Motivate and Develop a More Productive Workforce

10th & 11th March 2019
Grand Hyatt Dubai, United Arab Emirates

DELEGATES ARE
REQUIRED TO BRING
THEIR OWN LAPTOP
FOR EXERCISE AND
PRESENTATION
PURPOSES

Major Benefits of Attending

By end of this course, delegates will be able to: -

- **UNDERSTAND** the strategic changes that the world's most successful, global businesses have pioneered in designing their new, performance management systems
- **LEARN** how to design and implement a new, more effective performance management system in your business
- **IDENTIFY** what works well in performance conversations and what doesn't
 - What should an effective goal setting and performance conversation look like and achieve?
 - What are the 10 key steps that should be followed to achieve a successful outcome?
 - What are the common errors that managers make in performance conversations and how to fix them?
- **RECOGNISE** the need to develop the four, critical, core skills required to manage a performance conversation successfully, giving and receiving feedback, having good questions, listening and coaching skills
- **PRACTICE** and **DEVELOP** the skills required to set goals and conduct effective performance conversations via case study based role plays
- **CREATE** your own performance management action plan:
 - Design and Implement the changes or improvements in your business's performance management process back at work
 - Improve your own skills in managing performance conversations

Why You Should Attend?

As a director or senior manager in your business, your overarching responsibility is to improve the performance of the organisation whether it be the top or bottom line or the performance of your individual employees. Of course the two issues are directly linked to one another. If you are able to improve the performance of individual employees, then there is a strong probability that the business's results as a whole will improve.

So this course focuses on one half of that equation – how to improve the performance of your employees. The world's most successful businesses may have excelled in the way that they have partly because they have invested a lot of time and money in addressing this key issue head on.

Over the last five or so years they have developed new ways and methods that meet today's performance improvement challenges. By attending this course, you will fast track your knowledge of exactly how they have achieved their success in this area, develop the personal skills required to manage the processes involved and come up with a plan to implement what you have learned back at work that could benefit the whole organisation.

Who Should Attend?

This course is specifically designed for:

- ✓ Business leaders
- ✓ Line leaders
- ✓ Managing Directors
- ✓ Vice Presidents
- ✓ Assistant Vice Presidents
- ✓ Directors of HR
- ✓ Director of Corporate Support
- ✓ Learning/Organisation Development Professionals
- ✓ Talent Professionals

Organized by: _____



WE SOLVE YOUR PUZZLE