



Eat the Elephant **'Helping people achieve the objective'**

Essential Management Development skills

Performance Management and Capability for Results

Who is it for?

A workshop aimed at Leaders and Managers who care about their people and want to succeed through them.

What is it about and what will it do ?

Develop the skills needed to deliver a clear understanding and practical application of performance management – increasing ownership and capability.

Typical Objectives

To enable leaders and managers to practically understand the various options for them in taking forward a successful performance management strategy.

Indicative Outline Content

- **What is performance management – stakeholder objectives**
- **Leading for performance, creating the climate and owning responsibility**
- **Performance management skills – prevention being better than cure**
- **Performance management process – setting performance standards**
- **Creating performance management culture and teams**
- **Communication**
- **Dealing with performance management issues**
- **Positive and constructive feedback**
- **Techniques for performance monitoring, evaluation and improvement**
- **Bringing it all together**

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