

Developing a High-Performance Culture

This programme comprises three 1-day workshops aimed at leaders, managers and business owners who are seeking to create an environment that promotes, encourages and rewards high performance that is aligned with organisational objectives.

Participants will learn what goes into creating a culture of high performance, how it is maintained, and how it can be undermined. Case studies analysing high performance organisations will be used to ensure that all learning is practical and actionable, in order to maximise the positive impact on a participant's organisation.

As with all our development, the return on investment significantly increases when it is supported by coaching. The programme, therefore, includes a 1:1 coaching session for all participants, within a 4-week period following the learning. A minimum of 3 months coaching after the completion of the programme is also recommended, both to embed the learning and ensure lasting improvements are achieved.

Workshop 1: Creating the framework

Topics will include:

- Recognising your existing corporate culture
- Setting the vision
- Mission statements and objectives – bringing them to life!
- Agreeing values and behaviours
- Refining the organisational culture
- Introduction to effective engagement
- Motivational Theory basics
- Case studies

Workshop 2: The Practical Playbook

Topics will include:

- Leading from the front – living the values
- Developing a shared purpose: what's your common goal?
- Skills and talent audit
- Effective recruitment
- KPIs
- Delegation
- Managing Difficult Conversations
- Reward and Sanction



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Workshop 3: Beyond Engagement – Building Employee Advocacy

Topics will include:

- Emotional Intelligence
- Autonomy and empowerment – going beyond delegation
- Developing ownership and responsibility
- Challenging the norms: A new model for working
- Being restless (and relentless)
- Using Competency Frameworks to steer Organisational Culture

Pre-reading will be provided so delegates can make the most of their time on the course and a handbook containing slides, in-depth notes and practical resources is also included.



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