

Managing Performance

A series of two 1-day workshops focused on managing the performance of individuals and teams. The first workshop will be primarily focused on what makes individuals perform and how to create a performance culture. The second will be focused on how to manage and drive performance, providing background theory and toolkits to improve the participant's ability to get others to perform.

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 between the workshops. A minimum of 3 months coaching after the completion of the course is also recommended, to embed the learning and drive a meaningful change in behaviour and results.

Prior to each of the workshops commencing, we would expect all participants to complete an online assessment of Mental Toughness, which will be fed back to them in the 1:1 coaching session.

Workshop topics will include:

- Mental Toughness, its impact on performance and how to develop it
- Motivational Theory basics
- Inspiring Others to Perform
- Strategy, Vision, and the cascade of Objectives
- Key Performance Indicators and Measures
- Monitoring and Tracking Performance
- Managing 1:1 Meetings
- Managing Team or Project Meetings
- Managing Disputes and Resolving Conflict
- Managing Appraisals and Performance Reviews
- Managing Discipline

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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