COURSE NAME

Performance-Focused Leadership

COURSE NAME

Five days

COURSE DESCRIPTION

The nature of today's changing business environment provides an unprecedented challenge for many organizations, in both the private and public sectors, which is all about how we deliver high performance through our people? This course will focus on the latest thinking and practice in performance management and how to manage people to deliver to their optimum levels of achievement. Investing in leadership development is the key to delivering sustainable improvements in competitiveness and business performance.

COURSE OBJECTIVES

To introduce the concepts of leadership theory and "emotional intelligence" and the role in developing high performing leaders. To provide delegates with tools and techniques for enhancing self-awareness and team leading ability. To explore and gain understanding of leadership styles. Understand how motivation is a key to high performance organizations. To explore and enhance team development and leadership skills.

COURSE OUTLINES

DAY ONE

Introduction to Performance-Focused Leadership:

- Overview of the program objectives and outcomes.
- Importance of performance-driven leadership in achieving organizational goals.
- Discussion on the role of leaders in driving individual and team performance.

Understanding Performance Metrics:

- Identifying key performance indicators (KPIs) relevant to the organization.
- Exploring methods for measuring and evaluating performance.

- Discussing the connection between performance metrics and organizational success.

DAY TWO

Setting Clear Performance Expectations:

- Importance of establishing clear goals and expectations for individual and team performance.
- Techniques for setting SMART (Specific, Measurable, Achievable, Relevant, Time-bound) performance objectives.
- Communicating expectations effectively to ensure clarity and alignment.
- Performance Coaching and Feedback:
- Introduction to performance coaching as a leadership approach.
- Providing constructive feedback to enhance performance.
- Developing active listening and communication skills to facilitate effective coaching conversations.

DAY THREE

Performance Improvement Strategies:

- Analyzing performance gaps and identifying root causes.
- Developing action plans to address performance deficiencies.
- Implementing strategies to motivate and support individuals in achieving their performance goals.

Performance Recognition and Rewards:

- Exploring the importance of recognizing and rewarding high performance.
- Discussing different recognition and reward strategies.
- Creating a culture of appreciation and celebration to foster motivation and engagement.

DAY FOUR

Managing Performance Challenges:

- Addressing underperformance and managing difficult conversations.
- Techniques for providing constructive criticism and managing performance issues.

• Developing skills to navigate performance-related conflicts and challenges.

Building High-Performance Teams:

• Exploring strategies for building and maintaining high-performance teams.
• Enhancing teamwork, collaboration, and communication.
• Promoting a culture of accountability and continuous improvement.

DAY FIVE

Performance Tracking and Evaluation:

• Implementing systems for tracking and monitoring individual and team performance.
• Conducting performance evaluations and performance reviews.
• Using performance data to inform decision-making and identify areas for improvement.

Leadership Development and Continuous Improvement:

• Emphasizing the importance of personal leadership development for driving performance.
• Encouraging leaders to continuously enhance their own skills and knowledge.
• Providing resources for ongoing learning, such as workshops, webinars, and self-study materials.

TRAINING METHODOLOGY:

• Pre-assessment
• Use of real-world examples, case studies and exercises
• Interactive participation and discussion
• Power point presentation, LCD and flip chart
• Group activities and tests
• slides and handouts
• Post-assessment

DELIVERY METHOD:

• In person

- Online