



Collaborative Performance Management With Stefan Doll and the Diversity Institute

Managers often find performance conversations stressful and avoid them. Traditional ways of conducting performance reviews and annual appraisals often proved counterproductive. Success comes from a strong, encouraging and trusting performance culture and this starts with having performance conversation in a collaborative way. Line managers learn how to have highly effective, collaborative performance and development conversations to strengthen relationships, build accountability and deliver business results. Learn the do's and don'ts and key components in a collaborative performance management conversation. No matter if you just started to focus on people performance, or you work already with an established performance management system. In this course you take away practical skills and tools, ready to be applied and implemented.

Content

1. **The principles of successful performance management**
2. Establish performance hygiene
3. How to get people think like business owners?
4. Practice the 5 min coaching conversation
5. The process of a collaborative performance conversation
6. How to deal with non-performance? Understand procedural fairness.

Learning outcomes

- Skills in holding collaborative performance management conversations to increase accountability, motivation, performance and development of people
- Understand and remove roadblock to good performance management
- Give encouraging and corrective feedback that is specific and behavioural

The training is supported by

- Electronic hand-out after the training
- Worksheets for the day
- Participants will be offered an individual follow up to support their learning

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| Time, Venue & Cost | 4 September 2019 @ Community Waikato 9.30 - 12.30pm Tea, coffee and snacks provided Cost \$70 for community \$140 non-community Click here for online registration |
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Parking: Please do not park in Community Waikato's staff parking area. There is a coin only pay and display HCC carpark next door with limited parking available (\$4 per day) and a parking building round the corner in Knox Street (\$6 per day). There is a bus stop right outside the building.