

PERFORMANCE MANAGEMENT FUNDAMENTALS

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In this full-day course, participants will learn what effective performance management looks like in the modern workplace and why it's necessary for setting their employees up for success. Using Dion Leadership's SOAP model, participants will take a deep dive into the four steps in executing an impactful performance-management process. Participants will learn how to set and align goals, observe behavior to get results, assess and evaluate performance, and provide feedback and establish next steps. This course also emphasizes the skills and best practices that promote a productive feedback experience and uses a simple model and actionable techniques that participants can use to plan and engage in successful feedback conversations as part of their performance-management process.

Objectives

- Discuss how and why organizations are evolving their approach to managing performance
- Explore an approach to setting goals and objectives that support those of the larger organization
- Write SMART goals
- Discuss and apply the SOAP model of managing performance, moving from setting objectives and observing behavior to assessing performance and providing feedback
- Improve the ability to give performance feedback at all levels

Benefits

- Clearly defined performance-management process for use immediately following the classroom
- Hands-on practice executing the performance-management process through role plays and case studies
- Simple but effective model for giving feedback enables more effective communication and clarity on performance strengths and deficits

Languages

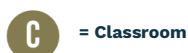
English, Spanish

Delivery

Classroom Full or half day

See Also

Effective Feedback



= Classroom



= Virtual



= Blended

DION LEADERSHIP