MANAGEMENT

MG42-1 Rethinking Performance Management: From Process to Performance

This course challenges traditional approaches to performance management and focuses on what actually drives performance in today's workplace. Many organisations still rely on outdated, process-heavy systems that add limited value and fail to improve results. This session equips participants with practical approaches to shift from compliance-driven performance management to a more continuous, outcome-focused model. Participants will learn how to use goal setting, feedback, and ongoing conversations to drive accountability, improve performance, and support development in a more meaningful way.

Course Information

Duration: 1 day

London (£795): 24th August 2026, 19th October 2026, 7th December 2026, 25th January 2027, 15th March 2027, 10th May 2027, 28th June 2027, 16th August 2027, 4th October 2027, 22nd November 2027, 10th January 2028, 28th February 2028

Companies nominating 3 or more delegates to attend the same programme will enjoy a special discount on the course fees.

Upon completion of one of our CPD certified courses, delegates will be awarded both an LMC certificate and a CPD certificate. No examination required.

Who is the course suitable for?

This course is designed for managers and HR professionals who want to improve how performance is managed, making it more effective, meaningful, and focused on results.

Course profile

Rethinking Performance Management

- Understanding what truly drives performance and where traditional approaches fall short
- Shifting from process-driven reviews to continuous, outcome-focused performance management
- Setting clear, aligned goals that drive accountability and measurable results
- Using regular, high-quality feedback to improve performance in real time
- Conducting constructive conversations to address underperformance confidently
- Embedding performance management into everyday leadership practice

Competencies

At the end of this course, delegates will be able to:

- Identify the limitations of traditional performance management approaches
- Apply more continuous, outcome-focused performance practices
- Set clear, meaningful goals aligned to business priorities
- Use regular feedback to improve performance and accountability
- Conduct constructive conversations to address underperformance confidently
- Create a practical approach to managing performance more effectively

Course Booking

Call us: +44 (0) 207 724 6007

Email us: training@lmcuk.com

www.lmcuk.com

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