HUMAN RESOURCES MANAGEMENT

HR13 People Performance Management

In the ever-evolving landscape of modern management, the ability to effectively understand, motivate, and guide team performance is indispensable. This course equips managers and supervisors with the essential tools and techniques to manage people performance adeptly. Across five days, delegates will learn to conduct thorough performance reviews, address underperformance, and enhance overall team efficiency using practical, evidence-based strategies. This training aims to foster robust leadership skills, enabling delegates to apply learned concepts directly to real-world challenges to achieve tangible improvements in organisational outcomes.

Course Information

Duration: 5 days

London (£4950): 2nd February 2026, 27th April 2026, 22nd June 2026, 10th August 2026, 5th October 2026, 23rd November 2026, 1st February 2027, 26th April 2027, 5th July 2027, 23rd August 2027, 18th October 2027, 6th December 2027, 13th March 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 tailored for Supervisors, Line Managers, and Team Leaders who are keen to enhance their proficiency in managing team performance. It is ideal for professionals tasked with leading teams, overseeing project delivery, and driving performance improvements. Participants will gain practical insights into effective performance management, empowering them to elevate team productivity and workplace harmony.

Course profile

Understanding Performance Management

- Exploring the benefits of a structured performance management process
- Examining current trends and the future of performance management
- Analysing the performance management cycle
- Setting clear performance objectives and KPIs aligned with business goals
- Identifying critical success factors for performance alignment

Mastering Performance Reviews

- Preparing for effective performance reviews
- Developing comprehensive evidence collection techniques
- Structuring performance review meetings effectively
- Establishing a competency-based framework for assessment
- Crafting a follow-up action plan post-review

Effective Communication and Feedback

- Employing active listening and empathetic communication
- Differentiating feedback based on behavioural types
- Enhancing motivation through constructive feedback
- Addressing performance issues without personal bias
- Documenting review discussions and outcomes clearly

Addressing and Managing Underperformance

- Diagnosing the root causes of underperformance
- Strategising interventions for performance improvement
- Managing challenging conversations with tact and professionalism
- Creating a supportive environment for struggling employees
- Monitoring progress and adapting strategies as needed

Coaching for Performance Enhancement

- Understanding the role of coaching in performance management
- Developing essential coaching skills for managers
- Implementing coaching sessions to support performance objectives
- Using coaching to empower employees and build resilience
- Evaluating the effectiveness of coaching interventions

Competencies

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

- Conduct effective and unbiased performance reviews.
- Set clear, measurable, and aligned performance objectives.
- Communicate feedback effectively to motivate and guide team members.
- Identify and address underperformance tactfully and constructively.
- Use performance management tools to monitor and enhance team productivity.
- Handle difficult conversations with confidence and professionalism.
- Implement strategies for sustaining performance improvements.
- Develop a competency framework tailored to their organisational needs.
- Employ coaching techniques to enhance individual and team performance.
- Evaluate and adapt coaching strategies based on their effectiveness.

Course Booking

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www.lmcuk.com

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