PERFORMANCE MANAGEMENT AND BULLYING AWARENESS

"The quality of a leader is reflected in the standards they set for themselves." - Ray Kroc

Performance Management is an essential tool for any business needing to maintain a competitive edge. This training course provides participants with a comprehensive overview of the key concepts, frameworks and processes necessary to effectively manage employee performance. Through interactive group activities, case studies and individual reflection, participants will gain knowledge of how to motivate employees and create an environment of ongoing learning and development. A post-course assessment will uncover participants' strengths and weaknesses in order to create an individualized approach to performance management that works for each organization.

Key Course Content:

- Develop an understanding of what constitutes bullying and what does not.
- Educate yourself regarding company bullying, legislation, reporting systems and grievance procedures.
- Be alert to what behaviours may be perceived as bullying by different personality types.
- Address poor performance before it spirals and set boundaries.
- Understand how to protect yourself from bullying allegations.
- Gain the skills to have courageous conversations with reports; peers and managers.
- Develop the ability to focus on performance indicators rather than on the individuals.

Target Audience:
The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees.

Duration:
This course is available as a 1-day course or a truncated half-day course.

Delivery:
This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.

Group Size:
We recommend a group size of 4-10 people.