

# Managing Performance

Do your managers feel their team members are motivated, focused and energised? Do their team members know what to achieve and how well they are doing? Do some team members have more to offer?

Good performance management inspires performance and keeps people on track to achieve their goals. This program will help your managers:

- Lead their team so every member can achieve success and reach their full potential
- Deal effectively with underperformance.

## **Audience**

This Managing Performance course is designed for leaders responsible for managing other people's performance.

## **Outcomes**

Learn how to:

- Use goal setting to direct performance
- Set standards that provide clarity and direction
- Evaluate performance effectively
- Prepare for an appraisal
- Give constructive and motivating feedback
- Conduct difficult conversations
- Create a motivating environment for team members
- Use training, coaching and workplace development opportunities to improve and inspire their team.

## **Tailored group training - in-house or through virtual workshops**

Ask us how we will tailor this program to your organisation or team.

Benefits are that we tailor the:

- *Content* to suit your organisation's needs.
- *Delivery* to reflect your procedures, values, examples and terminology, which encourages participants to apply their new skills in their roles.
- *Duration* to suit the availability of your team members and your budget.

## **Request a quote**

Please call 1300 655 098 to ask us how we can tailor a program to your needs.

Alternatively, email us at [info@icml.com.au](mailto:info@icml.com.au) or start a 'chat' on our website [icml.com.au/](http://icml.com.au/).

# Virtual Workshops

We deliver programs in interactive, live online workshops, accessible from a device anywhere.

## Highly impactful learning

- Replicating face-to-face workshop experiences through conferencing technology.
- Using extra features for engagement: polls, quizzes, chat, electronic whiteboard.
- Learning in multiple shorter bursts – allowing practice between sessions.

## Benefits of virtual workshops

- Attend the training from the comfort of home or personal workstation.
- No travel time or expenses.
- Multiple short sessions – less impact on work.

## Simple access

- You need: a device with camera and a quiet place.
- No software needed.
- Click on a link to gain access.
- Works on any personal device and most corporate systems.

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