

THE PEAK PERFORMER

Feedback is difficult to give and difficult to hear. It cuts at our sense of self and can spark intense self-reflection. Managers and leaders have the inevitable and unenviable task of piercing this fragile exterior to push their employees towards improvement and greatness. This process is continuous and has never been limited to a single instance of performance appraisal. However, the performance appraisal offers a formal way to review gaps, speak candidly about issues and find solutions so that the employee is engaged and empowered.

This programme focuses on how to execute an effective and meaningful performance management process. Managers and leaders will often turn a recycled, monotonous and merely obligatory task into a moment of change and impact. This begins even before the Performance Appraisal when employees are classified according to the proprietary CORETM profiling instrument that Beacon offers. Leaders have used this model to gain more insight into their employees.

The programme also delves into how to make the conversation meaningful. It stresses the value of what and how is said through active communication strategies. Participants will review how to P.L.A.N and set S.M.A.R.T goals. Perhaps most critically, they will be taught how to set realistic time-frames and shape positive outcomes.

There is a peak performer in each of your employees, and it is up to you to nurture it.



LEARNING OUTCOMES

- Understand how an effective performance management process can contribute to personal and professional development.
- Gain an appreciation of your role in the performance management process.
- Learn how to understand your employee on a deeper level through the C.O.R.E profiling system.
- Learn to develop long-term people development strategies.
- Turn the performance management process into a collaborative process rather than a top-down dictum.
- Practice effective communication and active listening through role-play and real-time feedback.

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PROGRAMME HIGHLIGHTS

- PM Explained
- Performance Planning
- May I Have Your Views?
- Performance Review Session



TARGET AUDIENCE

- All employees



METHODOLOGY

- Group Discussions & Reflection
- Interactive learning
- Hands-on Application



DURATION

2 Days