

## Action-Centred Leadership Managing Individuals

½ day  
Course

**Business Scenario** Successful leaders have an ability to develop people and challenge them to achieve their best. Working collaboratively with people, they create opportunities, motivate, set and agree goals and develop skills and competencies.

**Who will Benefit?** This session is designed for those that are new, or relatively new to leadership along with those in management positions who have perhaps not had the opportunity to develop their leadership skills previously.

**Course Objectives** By the end of the course you will be able to:

- Explain the importance of continuous performance management to individuals and the wider team
- Work with employees to create a development plan to grow their skills and competence
- Influence poor performance through positive engagement

### Course Content

#### Performance Management

- What is performance management?
- Continuous performance management
- A leader's role in developing employees

#### Managing Performance Improvement

- Motivating and supporting poor performers
- Communicating poor performance
- Positive engagement with poor performers

#### Setting Objectives, Goals and Targets

- Understanding the cascade of objectives in organisations
- Identifying areas of development
- Agreeing SMART and behavioural objectives

### Course Features

Through one-to-one discussion, exercises, discussion and coaching you are given the opportunity to recognise and understand management of individuals. Action planning for future success and integrating the principles covered into practical application.