



Performance Management

4 hours

English | Spanish

Leadership

Team Member

Leadership Course

Lack of ownership and accountability is a common complaint within most organizations. And unfortunately, most individuals fall short in this area. When people are truly engaged, they strive for better results and are more willing to take ownership of their work, of processes and outcomes, and modify their behavior accordingly. Leaders are shown the positive impact of shifting ownership from themselves to their team members. This shift in mindset not only builds individual ownership, it also allows the individual to grow in their role and for the leader to focus on other priorities - coaching and developing team members throughout the performance cycle. Leaders receive hands on skill applications on how to effectively use SMART goals to help them establish metrics, monitor progress, and fairly evaluate performance results. Note: If chronic performance issues exist, please contact training@TheTalentAuthority.com for recommended courses.

This course enables leaders to . . .

- Hold employees accountable for carrying the bulk of responsibility for managing and analyzing their own performance and collecting data to document their performance.
- Gain commitment from the team members on the performance goals that are set while also holding them accountable when results are to be reviewed.
- Recognize that adjustments may need to be made to performance plans based on individual and business needs through the performance cycle.
- Regularly check-in on performance versus viewing performance management as a once-a-year activity.
- Prioritize and shift to team members.
- Review a team member's performance with the team member being apprehensive.

Team Member Course

The above course can be abbreviated and shortened to better prepare team members with the role in performance management.