

## Performance management

45-minute webinar

### How can you get the best out of your people?

Every organisation has people who are high-performing with lots of potential for career progress. They also have under-performers who can often take up a lot of valuable management time as well as affecting the motivation of the rest of the team.

In this highly interactive session, you will learn how to manage and develop people at all levels of performance and achieve better results all round.

### Learning objectives

- Understand the importance of assessing performance potential
- Acquire strategies for dealing with different types of performance
- Be able to focus as much on your high achievers as on your under-performers

### Format

Designed as a highly interactive 45-minute webinar for groups of 6 to 8, or 60 minutes for groups of up to 12, or 90 minutes for groups of up to 20.

### Webinar overview

#### 1 Introduction

- Objectives and agenda
- The cost of losing high performers
- The cost of keeping under-performers

#### 2 The performance potential matrix

- A clean and simple way of identifying the performance levels of the different people in your team

#### 3 Managing and developing people at all levels of performance

- High performers
- 'Backbone'
- 'With potential but lacking motivation'
- Underperformers

#### 4 Action plan and next steps

- Summary of key learning points
- Reflection on next steps
- Planning for implementation of learning in the workplace

#### 5 Close