



Feedback from the 60th ISPI Conference in Nashville

I recently had the privilege to attend the ISPI conference where the biggest insight was that we are social beings and crave interaction with others. It was an important reminder that our relationships are critical to our well-being – whether as employees, consultants, friends, colleagues, partners or family members, we are dependent on physical contact.

The conference was a huge success. The speakers and keynotes brought out their best offerings to ensure we are learning, engaged and equipped to tackle our roles to ensure value impact and results for our clients, shareholders and ultimately, the citizens of our countries. To learn more about ISPI (International Society for Performance Improvement) view [International Society for Performance Improvement \(ispi.org\)](https://ispi.org).



My association with ISPI ensures that I am able to deliver the best possible solutions which align to international processes and standards of performance improvement.

View the QR code link for several resources, including the slide deck of my presentation “Resetting Organisational Performance – from Strategy to Sustainability.”

<https://improvid.co.za/2022pic/>

Workshops: June - September

Our star results-focused workshops – all of these with a golden thread of our performance systems thinking process, will run online or in-house. You can customise your dates for an in-house event. We are all business partners and interested in managing individual and organisational performance – the focus of these two workshops.

Online dates

HR Business Partnering

8-9 June, 20-21 July, 7-8 September

Reset Performance Management

27-28 July, 17-18 August

HR BUSINESS PARTNERING

WORKSHOP: 2 Days (Available online or in-house)

TARGET: HR Managers, HR Business Partners, Learning & Development Managers and Practitioners, Performance Consultants, HR Officers, OD Consultants and Project Management Consultants

FOR INFORMATION ABOUT DATES AND IN-HOUSE WORKSHOPS CONTACT:

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- Be a game changer in an agile business world
- Respond to rapid change and disruption
- Be ready with future-fit skills set
- Respond to the impact of 4IR



WORKSHOP OVERVIEW

This workshop will show you how to close the gap between strategy and operations applying performance based business partnering consulting tools and practices. Acquire the skills to be future-ready and how to be prepared for the new role in the Future of Work landscape as a well-informed business partner.

WORKSHOP VALUE

- Learn how to be a valued business partner to operations.
- Close the gap between strategy, operations and people performance needs.
- Learn and apply performance-based tools.
- Learn how to achieve performance results with partners and stakeholders.
- Improve your credibility by turning strategy into performance results.
- Sustain business performance by measuring the right things.

WORKSHOP TOPICS

- **Module 1:** Define the business partnering practice
- **Module 2:** Re-engineer a change and performance architect plan to add value
- **Module 3:** Innovate performance drivers and shift roles
- **Module 4:** Apply business performance principles
- **Module 5:** Operationalise Performance Improvement methodology
- **Module 6:** Integrate the Performance Correcting Framework
- **Module 7:** Evolve competencies to a future-fit skills set
- Apply innovative best practices for business partnering and move from "service impact" to "results impact".
- Re-engineer a new change and performance architect plan to add value.
- Acquire a step-by-step actionable business partnering consulting process.
- Build future fit skills set and competencies to deliver results-driven performance.

FACILITATOR:
 Belia Nel,
 International Certified
 Performance Technologist



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RESET PERFORMANCE MANAGEMENT

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- **Be bold and change negative perceptions**
 - **Reset and reverse ineffective processes**
 - **Improve and sustain performance**

WORKSHOP OVERVIEW

The workshop focuses on the future of work performance strategies and sustainability thinking. Reset and reverse cumbersome processes to achieve high performance at all levels in the business. Respond to the rapid changes of a disrupted performance landscape and transform with a systems-thinking approach.

WORKSHOP VALUE

- Learn how to design a performance management strategy.
- Create value through performance coaching.
- Utilise practical performance management tools.
- Ensure management alignment to purpose and goals.
- Achieve sustainable performance through systems-thinking.
- Create quality through engaged committed partnerships.

WORKSHOP TOPICS

- Identify the barriers affecting performance and focus on the change drivers.
- Promote the enablers to address the underlying causes, gaps and misalignments.
- Integrate a BSC tool to align processes and strategy.
- Align organisation indicators with processes and people skills linked to the business purpose.
- Develop a performance strategy to improve and sustain performance results.
- Develop performance anchors of culture, values and leadership for buy-in.

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