


# RESETTING PERFORMANCE MANAGEMENT & PEOPLE ENGAGEMENT

## A PRACTICAL WORKSHOP

**DURATION:** 3 Days

**TARGET:** HR Practitioners, Performance Enablement Teams, HR Executives, HR Consultants & OD Staff

**FOR INFORMATION AND IN-HOUSE WORKSHOPS CONTACT:** [belia@improvid.co.za](mailto:belia@improvid.co.za)

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- Change negative perceptions
  - Reset performance management practices
  - Enable to improve and sustain performance

## WORKSHOP OVERVIEW

The workshop will focus on a performance enablement, performance culture, purpose and sustainability thinking. Reset current performance management 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

- Focus on results to build capability.
- Create value through performance results.
- 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

- Create a focus on performance-based, results-driven, and achieving value impact through taking responsibility.
- Align PM strategy to organisational strategy.
- Achieve leadership and management buy-in through engagement and creating a performance culture of accountability.
- Create an architecture plan including an operational plan.
- Develop measurements from scorecards.
- Create KRAs, KPIs, and performance agreements (work plan).
- Provide simplified PM tools for implementation based on client PM cycle items and activities.
- Focus on the performance coaching as centre-stage to PM accountability of management.
- Provide an example of an implementation guide to be customised for the client post workshop.

### FACILITATOR:

Belia Nel  
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Performance Technologist

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