

# COMMAND PERFORMANCE

## The Art of People Development

### Leadership Training

#### Learning Objectives

After participating your team should be able to:

- Amp up performance management through self-awareness
- Establish a SMART team performance measurement and management process
- Recognize and overcome common barriers to effective performance management

#### Duration

1 day: 9am – 5pm

#### Number of participants

Maximum participants is 20

#### Who should attend

Anyone in a senior supervisory or management role will benefit from this workshop.

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#### About the Workshop

**\*Note: We strongly recommend Lead On and Next Level Leadership as prerequisites for this workshop**

As a leader, getting your people to perform isn't just about assessing changing strengths and weaknesses on a semi-annual basis. It's a day-to-day, even minute-to-minute endeavor that is the cornerstone of your purpose. But without the skills and training, people development can get reduced to just trying really hard not to screw them up, or worse, let them screw you up. So what if you could make building their performance a consistent, even daily activity that would culminate in a semi-annual account of their growing awesomeness?

This one-day workshop focuses on the concepts, skills and tools to transform you into a 'performance coach' instead of just a 'people manager'. You'll discover new ways of measuring and managing performance goals and objectives, including massively insightful and practical SMART process. Performance discussions will go from painful to productive and you'll learn the ability to get past your own judgment and bias to effectively assess how someone's really doing.

The workshop includes opportunities to put your newfound knowledge into action through open and frank discussion and sharing of real life experiences (under the cone of silence); some role-playing challenges; and even examples of tricky cases with happy endings. And while we can't do anything to alleviate the drag that filling in those performance assessments will always be, we can help you to do it with more clarity, confidence and even pride in how you've been able to help your team flourish over time.