

Leading Performance

Version 2.00

Code: Blue 01



For people who lead and supervise others
and want to plan for their success

For organisations that want to maximise
performance and leadership outcomes

For supervisors who want to get the best from
their teams, reduce stress and deliver results.



Overview

The role of a leader, as someone who supervises others, is to get others to succeed at doing the right things well. This is how organisations succeed, team members flourish, and customers are satisfied. Everything a supervisor does is for this outcome.

This program focuses on a three part approach to successful supervising. The parts are plan for success, improve performance, and maintain team wellbeing.

During this program, participants will explore how to turn the formal performance plan into a project plan for success. This includes selecting the right content for the plan and how to use it during the year to help people succeed.

Participants will explore ways to engage people, using different types of feedback and other supervising strategies, that help people improve their performance as they go along.

The wellbeing of the team, which is so important for productivity, will also be explored. Participants will identify ways they can design work activity to support people's work and wellbeing.

Participants in this workshop can immediately apply what they have learned, regardless of where they are in the performance planning cycle. They can use what they learn to both reinforce high performance and start turning around low performance.

BASIC DETAILS

LENGTH
1 Full Day
or
3 part day sessions

GROUP SIZE
5-15

OFFERED AS
**Internal workshop for your
organisation**

or
**Contact us with an
expression of interest for
joining a public program**

FOR MORE INFORMATION

VISIT
www.grevilleaconsultants.com.au
or call: 0421 080 311

Outcomes

- Effective strategies for improving performance
- Combine performance management resources
- Use feedback effectively to get results
- Build positive behaviours in teams
- Use resistance for positive outcomes
- Ways to communicate to listen and calm emotions



Grevillea Consultants

*Bringing you over two decades
of leadership and people
development experience*

“More than anything else you can do, developing successful workers is the key to being successful as a manager.”

Clay Carr



PROGRAM ELEMENTS

- structured conversations
- evidence based material
- sample materials
- adult learning principles
- focus on practical outcomes
- steps and guidelines
- building personal technique

Session Themes

Planning for Success

- Using formal performance plans as a project plan for success
- The value of frequent use of formal and informal reviews
- How plans build on work program and corporate requirements

The Key Function of Feedback

- The purpose and benefits of feedback
- The costs of seeking feedback
- Feedback as a leadership tool

Supervisor Relationship

- Evidence about what affects supervisor and team relationships
- When and how supervisors are significant
- Moving beyond whether supervisors are liked

Performance Management Strategies

- Building a culture of feedback
- Focus on strengths
- Matching strategies to situations and learning stages

Cultivating Wellbeing in teams

- Using work design to support wellbeing
- Managing diversity for better results
- Adapting supervisor role to match team styles

Communication Techniques

- Understanding ‘understanding’
- Listening, problem solving and addressing emotions
- The controversial feedback sandwich

PROGRAM DELIVERY

The group size for a workshop is limited to facilitate maximum interaction.

Workshops are delivered at your premises or a suitable workshop venue of your choosing.

Workshops are adjusted as needed so learning focuses on current business challenges and priorities.

The workshop is part of Grevillea Consultants’ commitment to provide affordable, practical development opportunities that focus on people and results.

ASSOCIATED LEADERSHIP DEVELOPMENT

The ***Supervising Performance*** workshop is complemented by our ***Leading Change*** workshop. It helps people implementing change to understand, manage and use the dynamics of getting people and organisations through change.