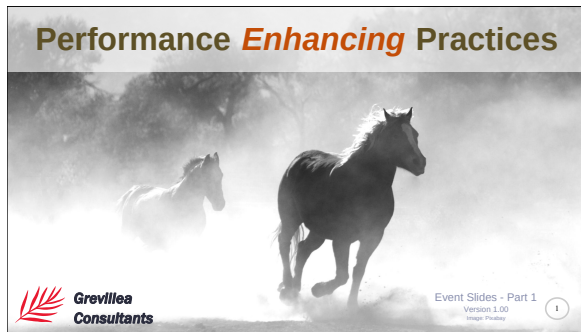




Overview

- A. **Project management** approach to performance
- B. **Feedback** - The engine room of high performance
- C. **Wellbeing** for productivity



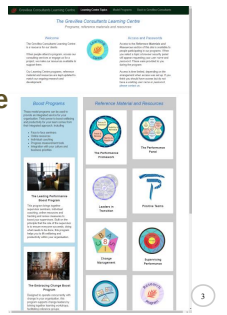
Resources

Notes, reference material and templates are available on the learning centre.

Access via:

www.grevilleaconsultants.com.au

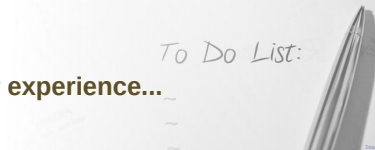
Use the login and password provided



Reflection

The value of annual, formal performance plans.

Share your experience...



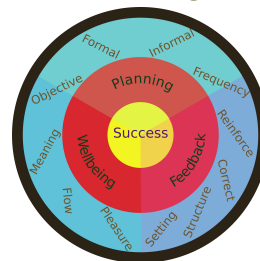
The basic principle

The role of the supervisor is to make everyone succeed.

Comments...



The Performance Target framework



Proposition

A good performance plan is a trigger for celebration

Comment...



Part A

Planning

The project management approach to performance



Formal performance planning

A strategic and integrated approach to delivering sustained success to organisations by improving performance of people who work in them by developing the capabilities of teams and individual performance.

Armstrong and Baron (1998)



Typical planning method

Annual set-up

Setting priorities based on business plan

Ongoing use and review

Regular use to get results and improvements



Operating assumption

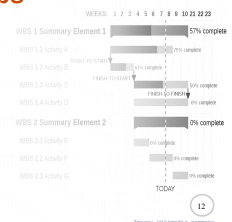
We finish the year in a different place than when we began, with clear results and fresh capabilities.



The project management approach

A project plan sets out steps and tasks required for creating something new.

It maps out time frames, resources and people needed to get the result.



The goal

To **identify and plan** the areas where this person can **perform well and improve**, **setting out steps** for them to achieve **productivity and professional development outcomes**.



Expectations

Without expectations, no-one can succeed.

Comment...



Frequency of use

If you were a project manager with a one year project, **how often would you review** the plan, **check** its progress and act to **solve** problems?



Remember the basic principle

The role of the supervisor is to make everyone succeed.

So we act to help them succeed.



Minumum Ongoing Use & Review

- **Quarterly** formal reviews
- **Half-quarter** informal meets
- Adaptations
- Coaching
- Acknowledge and celebrate



Keeping it active

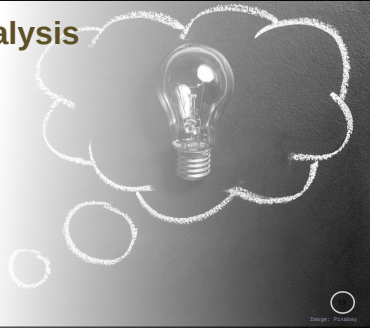
No more than **6-7 weeks between uses** of the plan, otherwise it stops working.

Comment...



Scenario analysis

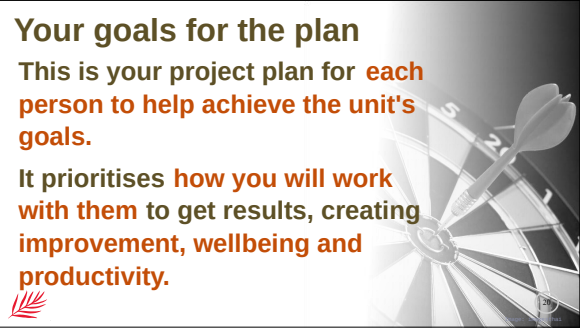
Finding opportunities among the challenges...



Your goals for the plan

This is your project plan for **each person** to help achieve the unit's goals.

It prioritises **how you will work with them** to get results, creating improvement, wellbeing and productivity.



Preparing a plan

The personal plan links a person all the way through to the strategic plan.

Explore the infographics...



The planning conversation

While the infographics help to explore the plan's content, the **structured conversation guide** illustrates one way to have the conversation.

...Explore the guide



Practical conversation factors

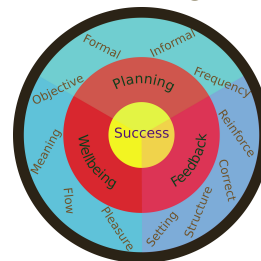
Communication

- *Understanding (3 ways)*
- *FIDO*
- *LACE*
- *Problem solving*

Negotiation

- *Rapport*
- *BATNA*
- *ZOPA*
- *Anchoring*

The Performance Target framework



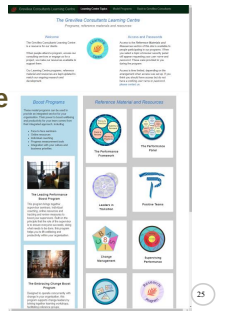
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Performance *Enhancing* Practices

