Performance Management

Performance Management

➡ Course Objective

- ➢ Increased enthusiasm to tackle challenges
- ➢ A proactive approach to leading value-added change
- ➢ Application of best practices that other managers would want to emulate
- ➢ Measurable impact on employee performance
- ➢ New behaviors that accelerate high performance
- ➢ Increase collaborative problem solving and innovation

➡ Target Audience

- ➢ managers
- ➢ senior buyers
- ➢ project managers, civil engineers
- ➢ construction managers
- ➢ contractors, sub-contractors
- ➢ site engineers, senior management
- ➢ government agencies
- ➢ architects, construction professionals
- ➢ anyone responsible for purchasing at a senior level who seeks to enhance their skills further.
- ➢ Purchasing and supply chain managersProject managers

➡️ Course Outline

DAY 1
- ➤ **Leaders of the Future**
- ➤ Not all managers are leaders
- ➤ The purpose of leadership
- ➤ A new view of leadership
- ➤ Leadership styles: the importance of context
- ➤ The impact of leadership on performance
- ➤ Leadership in a fast changing world
- ➤ Creating meaning and purpose
- ➤ Essential ingredients of a high-performance organization

DAY 2
- ➤ **Hiring, On-boarding and Training Future Leaders**
- ➤ Attracting the best talent: benchmark practices
- ➤ Understanding future new-hires: welcome to the age of Millennials
- ➤ The biochemical basis of productive employees
- ➤ Finding and hiring the best talent
- ➤ Spotting and avoiding the narcissist
- ➤ New approaches to on-boarding
- ➤ Creating purpose and a focus for employee engagement
- ➤ Developing a career path and plan

DAY 3
- ➤ **Leveraging Talent**
- ➤ Engaging employees in setting direction
- ➤ Filling employee's psychological bucket
- ➤ Driving improved performance by applying the Pygmalion principal
- ➤ Improved performance management practices

- ➢ Boosting performance through raised expectations
- ➢ Coaching and mentoring that boosts confidence, relationships and performance
- ➢ Conducting robust discussions that uncover the root cause and solutions of vexing issues

DAY 4
- ➢ **Powering Your Team to High Performance**
- ➢ New approaches to teamwork
- ➢ Structures that will boost performance
- ➢ Elements of effective teams
- ➢ How decisions should be made
- ➢ Changing your measurement system to build commitment and enthusiasm
- ➢ Achieving alignment with the corporate vision and mission
- ➢ Identifying a "balanced" set of key performance indicators
- ➢ Recognition and rewards

DAY 5
- ➢ **Leading the Charge!**
- ➢ Becoming an agent of change
- ➢ Building a model for influencing change: lessons from the eagle
- ➢ Five alternative strategies in dealing with conflict
- ➢ Choosing the best approach for your situation
- ➢ Understanding and leveraging your power base
- ➢ The power of humility
- ➢ Getting into the head and heart of those who are intransigent
- ➢ Producing win-win outcome
- ➢ The design of financial models for forecasting and decision-making
- ➢

➢ **The Feature Of Asia Master Training And Development Center**

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Price (USD)
Communicate with the training department to know the participation fees ➢ **There are offers and discounts for groups**
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