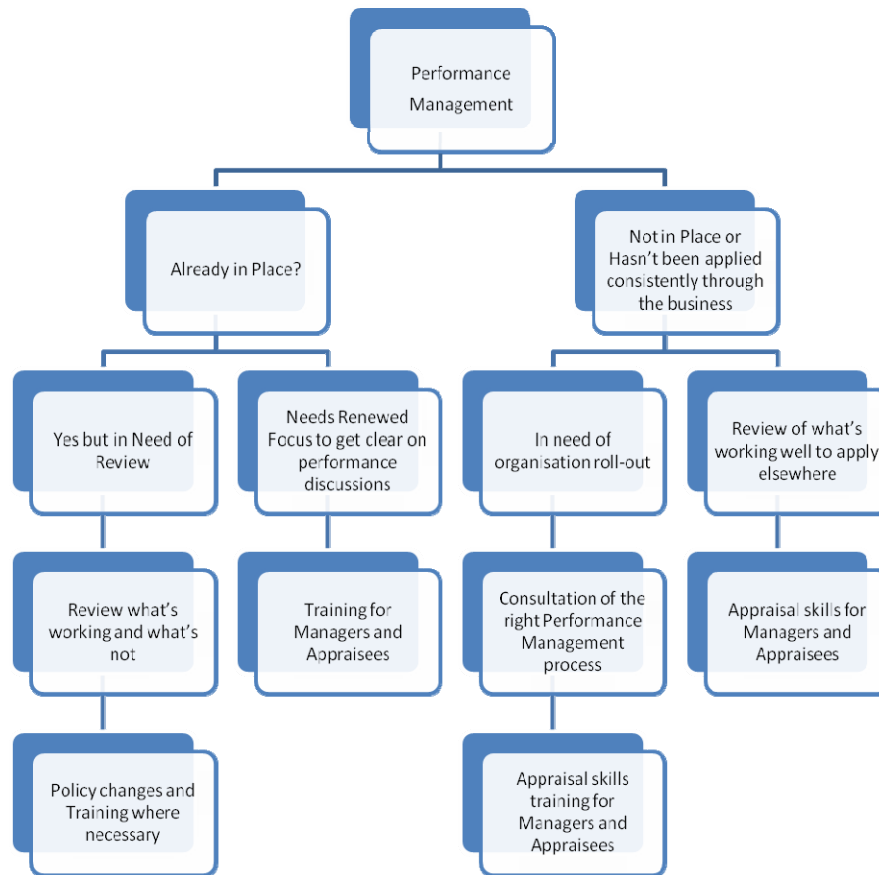


Target Tackle Thrive – The Key to Getting Results! ©

Master the Art of Effective Performance Management

Does the table below describe your organisation’s Performance Management situation?



If so, our “Target Tackle Thrive” programme can work for you!

Phase 1 - Target:

We care about the results as much as you do. Therefore it is crucial that we understand your needs before we prescribe the right solution for you. In this diagnosis phase, we will meet with your key stakeholders to assess the situation, and get clarity of what results you need.

Whether you need to put renewed focus on performance management as a process, or your organisation wants to roll-out an effective performance management tool, we can work with you to design the best solution based on years of expertise, and best practice which will capture your absolute needs.

Phase 2 - Tackle:

The current trading environment has put pressure on businesses, and tough decisions are being made as a result. In this stage we will review and design various solutions that will give your organisation the best results! This may include some or all of the following:

- ✦ Developing a Performance Management Policy and Framework
- ✦ Amending an existing framework
- ✦ Designing an effective Performance Management Process
- ✦ Designing the appropriate paperwork
- ✦ Driving accountability in all employees for managing their own performance
- ✦ Driving employee engagement in performance management

Phase 3 – Thrive:

We will design the appropriate training and coaching to support your organisation implement your performance management process. This may include:

- ✦ Individual 1-2-1 coaching for management on driving the process through the organisation
- ✦ Supporting management in communicating the new and improvement process
- ✦ Delivering training to Appraisers to support them in implementing the process and drive accountability for performance
 - Effective Goal Setting
 - Handling Challenging Conversations
 - Motivating without financial rewards
 - Conducting Effective Meetings which drive accountability and get results
- ✦ Designing and delivering training for Appraisees which include
 - Conducting effective self review
 - My responsibility for my performance
 - The importance of accountability in day-to-day performance
- ✦ Evaluation of the implementation stage

How can my organisation get this?

This process can be adapted to suit your requirements and your budget. Why not have a chat with Caroline Hughes, our Head of HR Consulting on 01-8532236, and she can help you decide what elements will work best for your organisation?