



Managing Poor Performance

All companies have to deal with poor performance from employees. Whether you have to deal with this infrequently or on a daily basis will depend almost entirely on the type of business that you have. That's why it's important to keep targets so that you will be able to determine if your customers are being served or if the staff is doing their job up to the standards set by your company. If you believe that your employees aren't meeting your standards some training may be required to remedy the situation.

Addressing poor performance in the workplace is of utmost importance if you want your organisation to perform effectively and efficiently. In this training session, you will be provided with the necessary techniques and strategies that you can apply to your company in order to boost morale naturally and effectively and keep your organisation performing at optimal levels.

Course Overview

We generally devote the first part of the session getting to know participants and discussing what's going to take place during the workshop.

This workshop will help you teach participants how to:

- Learn how to become self-motivated
- Learn how to manage poor performance effectively
- Create a healthy work environment
- Create an energized and positive outlook
- Become creative and solve problem
- Become results driven
- Build strong teams
- Identify the six thinking hats

The Shared Management Model

To Begin, participants will learn about the three-phase model that will be the focus of the program. Participants will also learn about creating the employee their own internal manager.

Setting Goals

Next, participants will use a goal setting tool to set some goals for the workshop. Then, they will learn how to use this instrument in the performance management procedure.

Phase I (Planning)

During This session, participants will explore how to prepare the employee to go beyond their best using coaching and training. We'll also talk about deciding on the best person for the job and establishing standards.

Phase II (Activation)

Participants will learn what the activation phase is all about. They will also learn strategies to turn workers into self-motivators.

Phase III, Part A (Ongoing Assessment)

Evaluation Is a vital component of managing for performance. This session will look at ongoing evaluation, particularly constructive feedback.

Phase III, Part B (Formal Evaluation)

Next, Participants will learn about formal types of evaluations, including performance reviews.

Workshop Wrap-Up

At The end of the course, students will have an opportunity to ask questions and fill out an action plan.

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