

Course Outlines - ONE DAY WORKSHOPS

Cost £25 per person per workshop

ALL are FULL DAY Workshops (Running 10am to 4.15pm)



Programme 8. Values Based Performance Management

Designed to help management make the link between core values and ethics underpinning the activity of the business and staff performance. This is a powerful workshop aimed at ensuring that performance management processes are not just based on the “tasks” and competences, but also the behaviours expected of someone in their role. As a result, where problems are identified appropriate solutions can be implemented.

- *Benefits of Values Based management*
- *Identifying Specific Measures of Performance at all Levels*
- *Defining Behaviours Associated with Values of the Business*
- *Developing an Appraisal Process based upon Behaviour/Attitude as well as Ability*
- *Implementing the Process*

Programme 9. Developing & Nurturing Organisational Culture

Culture is largely influenced by management style and when it comes to the development of a positive culture, there needs to be commitment from the very top to ensure talent is identified, nurtured and sustained within the business. This workshop aims to enable managers to undertake their own analysis of their culture, using our framework and to identify what they need to do to develop and sustain a culture which would embrace learning at all levels and would provide the support for growth and development of individuals at all levels within the business.

- *Understanding Culture and how it Influences Performance and Business Success*
- *Identify the Indicators of Culture*
- *How to Self-Assess and Make Improvements to the Culture*
- *Management’s Role in Developing & Sustaining a Positive Culture*



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