

Seminars - P4R - Performance For Results

Performance For Results from Lockhart Leadership is a seminar which teaches a proven world class process for optimizing the potential of your organization's most precious assets - people:

The Challenge

As the 1990s ended Organizations were looking for ways to repair the damage caused by layoffs and insecurity. In response to this need Lockhart developed the Performance Management & Development (PM&D) process and this associated Performance 4or Results (P4R) Seminar to teach it's application to Supervisors and Managers.

This two-day seminar provides managers with a step by step method of conducting employee performance planning in a participative manner with their employees. The course is broken down into several skill modules and involves the managers being trained in interactive role modelling sessions. The course teaches mangers how to deal with the specific real-life problems that are encountered most frequently.

What is clear is that engaging employees in the basic principles of job and career planning is a powerful method for regaining trust and motivating employees.

"There is no future in any job. The future lies in the man (or women) who holds the job. " - George Crane

Seminar Description

The course consists of interactive sessions and workshops in these skill areas:

Skill Modules

- Preparing an employee for a performance planning discussion
- Conducting a performance planning discussion
- Developing action plans
- Coaching performance day-to-day
- Reviewing and revising the performance plan
- Discussing salary
- Management commitment

Deliverables

On completion of this seminar, managers will be well equipped to conduct employee job planning sessions and will better understand the basic elements for the successful management of employees and the creation of a motivated workforce.

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