

COURSE OVERVIEW

Managing Performance

TIMD-107



A high-performing organisation depends on a workforce that understands how their daily work contributes to achieving strategic goals. This course explores how performance standards should align with business objectives, and why organising work effectively is key to delivering results that drive success.

Module 1: Enabling Great Performance

Aligning departmental goals with organisational strategy is key to achieving both personal and business goals.

- Why objective alignment is critical
- Defining performance standards
- McKinsey Seven S Model
- The dangers of poor management
- Importance of mission, vision and values
- The definition of a performance culture
- Inspiring others

Module 2: Managing Stress

People need a sense of purpose to feel connected and motivated at work. When teams understand the organisation's vision, mission, and values, they're more engaged, aligned, and driven to contribute meaningfully.

- The purpose of a vision statement
- Why the mission is an essential factor
- The five elements of a mission statement
- Alignment of strategic decisions
- The importance of stating values
- How a vision, mission and value statement help to create great performance

Module 3: Effective Goal Setting

Practical goal setting provides clarity, direction, and measurable targets, helping individuals and teams stay focused, motivated, and aligned with business objectives.

- Importance of working together
- Cascading objectives
- Setting Goals
- SMART and CLEAR goals
- Goals that MAP
- Stretch Goals

Module 4: Defining Personal Goals

Setting personal goals is essential for growth and fulfilment; it gives your life direction, boosts motivation, and helps you focus on what truly matters.

- Vision for your future
- The definition of goals
- The difference between a goal and an objective
- Benefits of having goals
- Goal setting formula

Suitable for:

All Managers, HR Professionals and Policy Makers.

Skills achieved:

- Goal Setting (Intermediate)
- Developing Teams (Basic)
- Improving Performance (Basic)

Related Resources:

- Work-related stress Assessment
- Stress Reduction Assessment
- Performance Checklist
- Performance Improvement Plan Checklist

Benefits:

The Delegate will receive a Total Quality Assured (TQA) certificate of achievement upon successful completion.

Estimated Time:

55 Minutes

Related Courses:

- Effective Time Management
- Effective Interpersonal Skills
- Dealing with a Grievance
- Stress Management for Managers
- Anti-Bullying and Harassment
- Disability Awareness for Managers