

Keep Talking – Performance Conversations

Duration: 1 day + 90 min live webinar



Why

Performance management is all about the conversation. According to Gallup, only 14% of employees strongly agree their performance reviews inspire them.

Do people leave their performance conversations in your organisation like they belong, that you care, and understanding what they need to do differently to succeed?



High Level Content

- Learn how to strengthen human connection, set and agree clear expectations, and build trust within a conversational framework
- Develop ability and increase confidence to face into these necessary conversations
- Understand how to make 1:1's count: mindset, behaviours, skills, framework & structure
- Explore & practice how to give skilful, honest feedback in any situation



What

This blended programme helps participants to grow knowledge and develop skills as well as raise awareness of how to deepen engagement and motivation through powerful performance conversations.

Pre-work engagement, a one-day highly interactive and practical workshop and a follow up live webinar are supplemented with our e-manual and reflection notebook - to help the learning stick.



Impact

- Robust and meaningful performance conversations become part of the everyday norm
- Managers are able to engage in a more human way and understand their responsibility to be the conduit between their team members and the business
- Participants strengthen their conversational skills to help drive motivation by ensuring their people feel connected to the opportunities that the organisation can provide



“The response from our leaders has been overwhelmingly positive, with many saying it was the most impactful learning experience they’ve ever had. Already our leaders are putting their personal learning into practice, feeding this forward to their teams and driving positive change in their business areas.”

Adam Smith, Leadership Development Manager, Boots

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