

A photograph of two cyclists riding on a paved road. The cyclist in the foreground is wearing a red and white jersey, black shorts, a white helmet, and sunglasses. The cyclist in the background is wearing a red and black jersey, black shorts, a black helmet, and sunglasses. They are riding on a road with a metal guardrail. In the background, there are large, rocky mountains under a blue sky with some clouds.

REDROCK
International

Believing in People

PERFORMANCE APPRAISAL

GETTING THE MOST FROM YOUR TEAM

Learn how to help people in your team know what they need to do, when they've done a good job and how to improve.

www.redrockinternational.com



TEAM MEMBERS NEED CLEAR GOALS AND GOOD FEEDBACK

Great performance doesn't happen on its own - people need to be guided, developed and managed. Performance appraisal skills are a central tool to this process.

This course equips participants to work with the individuals on their team and provide clear setting of goals, good quality feedback on work and clear routes to improved performance.

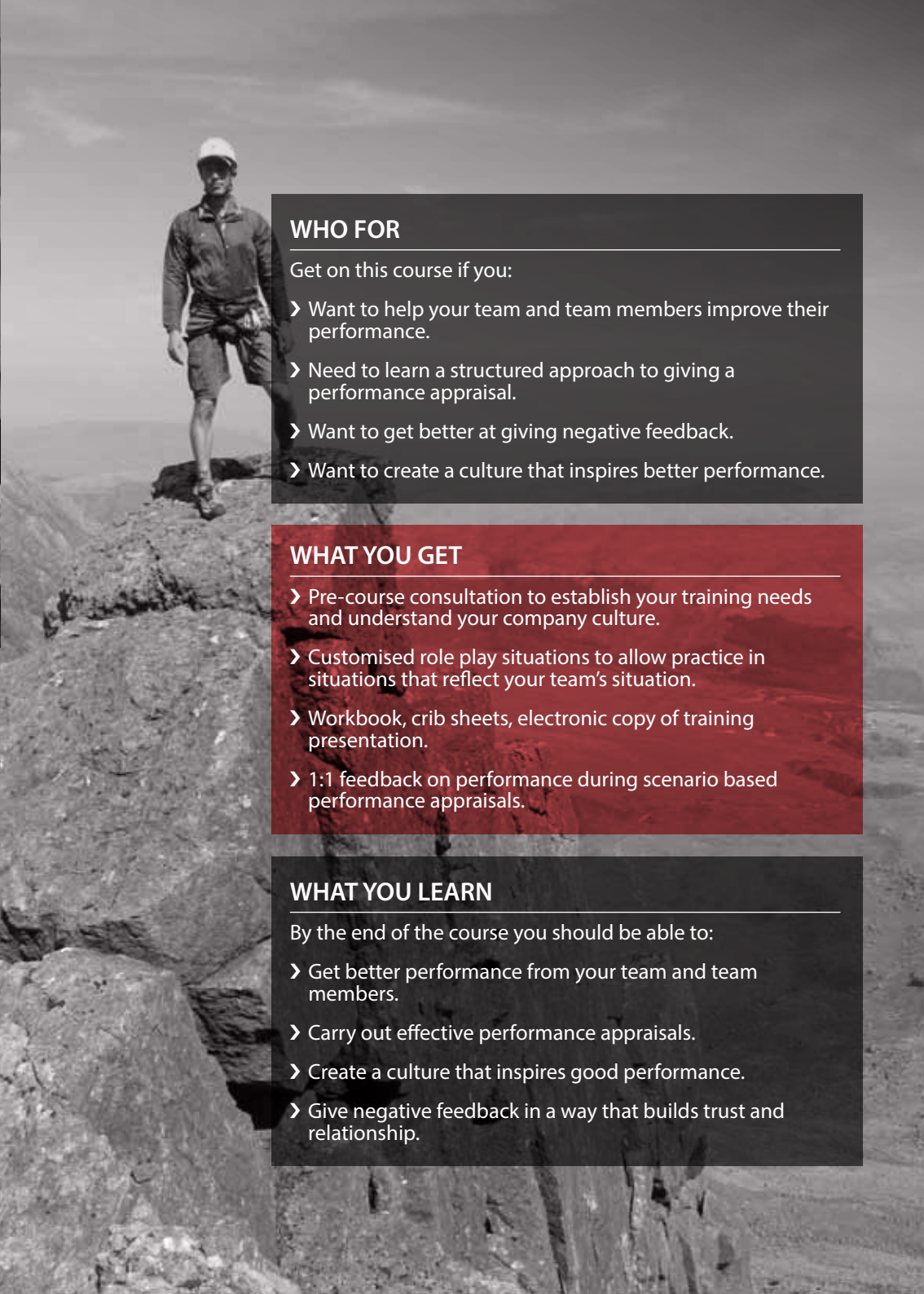
The course inspires leaders to create cultures that are honest about poor performance, recognise great work and provide team members with realistic paths to doing things better.

HOW IT WORKS

For many, performance appraisals simply don't happen or are ineffective and just the route to giving annual salary decisions.

This course helps participants create a performance culture for which the performance appraisal is an important part. A step by step guide to doing a performance appraisal is presented with particular emphasis on how best to give negative feedback.

From the start, the group practices doing performance appraisals. Initially this is carried out by appraising course members undertaking given tasks and moves on to working through role play situations. As the course progresses participants are observed working through performance appraisals and in-depth personal feedback from both instructors and fellow participants is given. This allows participants to rapidly progress in their skills and confidence.



WHO FOR

Get on this course if you:

- Want to help your team and team members improve their performance.
- Need to learn a structured approach to giving a performance appraisal.
- Want to get better at giving negative feedback.
- Want to create a culture that inspires better performance.

WHAT YOU GET

- Pre-course consultation to establish your training needs and understand your company culture.
- Customised role play situations to allow practice in situations that reflect your team's situation.
- Workbook, crib sheets, electronic copy of training presentation.
- 1:1 feedback on performance during scenario based performance appraisals.

WHAT YOU LEARN

By the end of the course you should be able to:

- Get better performance from your team and team members.
- Carry out effective performance appraisals.
- Create a culture that inspires good performance.
- Give negative feedback in a way that builds trust and relationship.

TRAINERS

RRI works in small teams delivering exciting team and leadership products globally. We are passionate about developing the best training products for today's world. So, we're pretty committed to getting the best from our teams and staff. We strive to create team cultures that encourage excellence in all we do and honestly face up to and own poor performance. Performance appraisal, as taught on this course, is key to creating this culture. As a result our staff perform better and our business is stronger. We believe in what we teach.

OUR COMMITMENT

We think this is a really good course and that it will make a genuine difference in your ability to improve the performance of your staff and team. It is important to us that the course achieves its purpose. We will follow-up on the participants' evaluation and we are ready to help you take the learning into further implementation steps to make sure your goals are achieved.

KEY FACTS

PARTICIPANTS



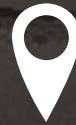
Minimum of 6
Maximum of 20

DURATION



1 Days

LOCATION



Hotel or customer
training facility

REDROCK
International

UK

2 Fron Terrace, Llanelli
Carmarthenshire
SA15 1BW
+44 (0)1554 777450
info@redrockinternational.com

EGYPT

6A El Malek El Afdal, 8th Floor,
Apartment 16, Zamalek, Cairo
11511, Egypt
+2-0128-265-1452
egypt@redrockinternational.com