

**REDROCK**  
International

Believing in people



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# Performance Management

*Team members need clear goals and good feedback to improve performance*

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Learn how to deliver performance appraisals for your team that accurately encourage, challenge and identify the route to improved performance

## **Description**

Great performance doesn't happen on its own – people need to be guided, developed and managed.

This course equips participants to set clear goals, provide good quality feedback and identify achievable routes to improved performance with the individuals on their team. Leaders are inspired to create a culture of honesty, praise for good work and setting the paths to excellence.

[www.redrockinternational.com](http://www.redrockinternational.com)

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## How it works

For many, performance appraisals simply don't happen or are ineffective and just the route to giving annual salary decisions. We help participants to integrate performance appraisal into their performance culture.

The course provides a step-by-step guide to performing appraisals with a particular emphasis on how best to give negative feedback. From the start, the group will practice performance appraisals. Participants are observed throughout and in-depth personal feedback from both instructors and fellow participants is given, allowing rapid progress.

### 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

### What you get

On the course you will receive the following:

- 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

### Key facts



#### Who is it for?

Senior managers and those in leadership positions



#### Duration

1-2 days (other custom options available)



#### Course formats

Closed

A fully configurable course to complement your existing staff development programmes. Tailored to focus on key elements of your company culture.

*Minimum five participants.*

See our website for more details