

# Professional Performance Management

Human Resources  
Brussels (Belgium)  
24 - 28 Feb 2025

UK Training

# PARTNER



## Professional Performance Management

**Ref:** 3293\_134195 **Date:** 24 - 28 Feb 2025 **Location:** Brussels (Belgium) **Fees:** 4400 Euro

### Introduction

Performance appraisal is probably the single most important management tool. Considerable skill is required to ensure that the effect is positive. The course will demonstrate the role of HR and the role of the front line manager within performance management. The course also covers the skills involved including appraisal itself; coaching and providing feedback.

This course approaches advanced performance management from two points of view

- How should an organization design and introduce an effective performance management scheme
- What personal skills do managers, supervisors, and team leaders need to be effective in performance management

### Course Objectives of Professional Performance Management

- The purposes of performance management, from an organizational point of view
- The purposes of performance management from an individual's point of view
- How to make guided or forced distribution fair and effective
- The four steps of advanced performance management
- The skills involved in each of the four steps
- The links to competencies, personal development, and 360-degree feedback
- The links to performance-related pay
- The effective use of the disciplinary procedure for addressing performance problems

### Professional Performance Management Course Outlines

#### Day 1

#### Creating a high-performance culture

A graphic of a chessboard with several chess pieces (a king, a queen, a rook, and a pawn) on it. The board is white and black, and the pieces are gold and silver. The text 'UK Training PARTNER' is overlaid on the board.

UK Training  
**PARTNER**

- The context for performance management in the Middle East
- Nationalization
- Privatization
- The case for performance management
- The principles on which effective performance management is built
- Links into the disciplinary procedure
- The role of HR within performance management
- The role of the front line manager

## Day 2

### Objectives and Feedback

- The use of competencies
- Addressing the performance gap
- Quantitative v Qualitative Objectives
- SMART Objectives
- Continuous Improvement
- Motivational feedback
- Developmental feedback

## Day 3

### Coaching

- The Ask/Tell Matrix
- Coaching
- The characteristics of a coaching session
- Handling problems
- Links into poor performance procedure
- Aligning Performance Management with Career Pathing

## Day 4

### The Performance Appraisal Meeting

- The purpose and use of PA Meetings
- A forum for managers and employees
- Characteristics of an effective PA meeting
- Learning strategies
- Agenda for the PA Meeting
- Practical guidance for front line managers

## Day 5

### Links into development and merit pay

- Performance appraisal from the employee's point of view

UK Training

**PARTNER**



- Personal development
- How appraisal and pay should be linked
- 360-degree feedback
- Personal action planning

UK Training  
**PARTNER**



## Blackbird training cities

Accra1 (Ghana)

Amman (Jordan)

Amsterdam (Netherlands)

Annecy (France)

Baku (Azerbaijan)

Bali (Indonesia)

Bangkok (Thailand)

Bangkok (Thailand)

Barcelona (Spain)

Batumi (Georgia)

Beijing (China)

Beirut (Lebanon)

Berlin (Germany)

Birmingham (UK)

Bordeaux (France)

Boston,Massachusetts (USA)

Brussels (Belgium)

Cairo (Egypt)

Cape Town (South Africa)

Casablanca (Morocco)

Cascais (Portugal)

Copenhagen (Denmark)

Doha (Qatar)

Dubai (UAE)

Düsseldorf (Germany)

UK Traininig  
**PARTNER**





## Blackbird Training Category



Human Resources



Audit & Quality Assurance



Finance, Accounting, Budgeting



Marketing, Sales, Customer Service



Secretary & Admin



Law and Contract Management



Project Management



IT & IT Engineering



Supply Chain & Logistics



Management & Leadership



Professional Skills



Oil & Gas Engineering



Health & Safety



Telecom Engineering



Hospital Management



Customs & Safety



Aviation



C-Suite Training



Agile and Refinement



## Blackbird training Clients



UK Training  
**PARTNER**



**BLACKBIRD**  
FOR TRAINING

**LONDON TRAINING PROVIDER**



[www.blackbird-training.com](http://www.blackbird-training.com)



[training@blackbird-training.com](mailto:training@blackbird-training.com)



+44 7480 775526 / +44 7401 177335