

# Performance Management

## Identity Leader Development



### 1 Day Workshop Details

- **Individual Development Plans**  
Defining development objectives and defining what performance really means, SMART Objectives that are achievable, aligned, and improve capability
- **Development Discussions**  
Why it is important that development discussions take place? How to structure the discussions and ensure development plans are updated and accurate.
- **Performance Appraisal**  
Establishing performance, along with behaviour factors and employee growth and potential. Ensuring accuracy of appraisal. Conducting an appraisal meeting.
- **Process consistency.**  
How to remove biases from the process. Ensuring the talent pipeline is aligned to strategic goals.

### Performance Management and making it fit for purpose and strategic goals.

Performance Management has long been a valued process for global organisations, yet most managers point out common issues across performance management activities and in particular with performance appraisal.

#### Common Issues

- Performance Objectives not aligned to company strategy.
- Development plans poorly defined.
- 1:1 discussions during the year are not regularly taking place.
- Performance Appraisal ratings are not applied consistently.
- The talent pipe line is not delivering expected results.

Out workshop will provide your managers and HR professionals with a robust and accurate performance management process that is fit for purpose

Contact us today for availability and pricing.

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