

Improving performance

Evaluate performance and increase by feedback

Situation / Need

Better performance should be acknowledged and also rewarded through remuneration. An exclusively annual performance assessment misses timely dialogue. Rapid change is blocked by pushing conversation onto the long bench. Annual discussions often degenerate into a tense ritual.

Fast times need fast reactions. Performance increases when alertness, thinking, creativity, and flexibility are present. Communication in lively dialogue creates a personal eye level. Feedback can enable learning and improvement in both directions. For this purpose, managers and employees or teams must meet in regular, shorter-term performance discussions.

This shows who makes which contributions to the performance factors. Feedback on performance and behavior does not only require communication skills. In addition to the basic competences with MbO, secure communication with bidirectional feedback, criteria-oriented evaluation, and forward-looking adjustment is decisive.

Goals

- Pygmalion effect: reciprocal influence
- Giving and receiving feedback
- Learning instead of fingerpointing
- Recognition and appreciation motivate improvement
- Proactive Performance Influencing: Focus
- Define performance criteria that precisely match goals and tasks (workshop module)

Outcome

- ❖ Participants make the transition from past assessment to the proactive strengthening of performance.
- ❖ You can conduct conversations with bidirectional feedback.
- ❖ You can conduct performance discussions based on criteria in dialogue with motivating results.

Operation

- **Kick-off workshop mode:** We enable a trustful working atmosphere in a group of up to 8 participants, which enables learning with and from each other. Concrete action plan for the transfer.
- **Methods:** Workshop, short and impulse lectures, presentation, tools and techniques, exercises, individual and group work, practical exercises, conversation, feedback.
- **Information:** The participants receive a coordinated invitation with contents and working method.
- **Preparation:** The participants define their three most important learning goals.
- **Transfer support:** approx. 2 weeks after the final module optionally individual Telephone coaching or advice on the objectives pursued.

Attendee

- Executives who have performance relevant to remuneration to assess.
- Team leaders who want to increase performance among employees or who want to lead agilely in rapidly changing conditions (VUKA).
- A recommended maximum of 10 participants per group for further intensive development

Organizational matters

- Duration: 2 days
- Information for the manager of each participant is supported with tools.

Benefits

- Coordination, adjustments according to existing/desired performance system
- Information for participants as invitation text
- Workshop module as described above, learning diary, worksheets
- Photo protocol with contents, results, and scenes (pdf).
- Individual transfer coaching and advice (by telephone, from 0.5 hours per participant)

Investment

- We will be happy to make you an offer based on a complete package. Let's talk about your wishes and expectations, details, and general conditions!