Fulcrum Point

Workshop outline · Leading people

Managing Performance.

Make performance talks a working partnership that runs all year. Managers learn a structure for setting objectives, checking in, and handling the difficult conversations.

For

Anyone who conducts performance talks through the year.

Format

One day. In person or live virtual.

What it is for.

Managing performance is a partnership between two people, the manager and the team member, and it should not happen once a year. Done through the year, performance improves, achievements are recognized in time, and deviations from targets are caught and corrected early.

Participants work with a framework that builds collaboration into the performance discussion. They learn to help team members prepare for objective-setting discussions, to commit to follow-up check-ins, and to conduct a structured performance talk, including the difficult ones.

What you leave with.

- A structure for conducting performance talks
- Tools for assessing strengths and development opportunities
- An objective-setting formula that gains buy-in
- A strategy for helping direct reports prepare for objective-setting discussions
- A framework for follow-up
- Practice in managing difficult performance talks

Why it matters.

- Performance talks cause less stress, for the manager and for the direct report
- Results improve during the year, when it still matters
- Trust between manager and direct report builds intrinsic motivation and reduces turnover

Format.

Length	One day
Mode	In person or live virtual
For	Anyone who conducts performance talks through the year.
Method	Self-assessment tools; Short inputs from the facilitator; Group activities; Individual and peer-to-peer assignments

Your speaker.

Lorne Michael Cousins

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Lorne Michael Cousins has spent twenty-five years inside corporate sustainability across China and the Asia-Pacific, as environmental auditor, sustainability consultant and leadership strategist. He is Senior Fellow and Council Director at The Conference Board, Asia, founder of Fulcrum Point Sustainability Consulting in Shanghai, and a Founding Member of the Sustainability Directory.

He holds an MEM from UNSW Sydney, a BA from UBC Vancouver, and Practitioner status with IEMA. Accredited Advisor, Future-Fit Business Benchmark.

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