

The High-Impact Manager: Driving Performance & Growth

A PRACTICAL WORKSHOP ON PERFORMANCE MANAGEMENT, COACHING, AND FEEDBACK — BECAUSE GREAT MANAGERS DON'T JUST SUPERVISE; THEY INSPIRE, COACH, AND GROW HIGH-PERFORMING TEAMS.

This two-day workshop empowers managers to lead high-performing teams through effective performance management, coaching, and feedback. Participants will learn to set clear goals, conduct meaningful coaching conversations, and create a culture of accountability and psychological safety. Key leadership frameworks featured include the **GROW coaching model**, **OKR goal-setting**, and Amy Edmondson's **Psychological Safety Framework**.

Ideal for managers looking to elevate their team's engagement and business impact.

COURSE OUTLINES

- The Manager-Employee Partnership In Performance and Career Growth
- Rethinking Performance Management
- Building Trust and Psychological Safety
- Goal-Setting Excellence with OKRs
- Feedback and Coachability in a Safe Environment
- Coaching for Growth and Development
- Monitoring Performance with a Growth Mindset
- Future-proof the Manager-Employee Partnership

COURSE OBJECTIVES

This course aims to help participants:

- Monitor staff performance through organisational appraisal systems
- Solicit periodic feedback on staff performance
- Document all performance evaluations carried out for staff
- Carry out informal reviews of staff performance regularly
- Establish areas for improvement for staff