

Motivating Your Team with Lawful Performance Management

One Day Course

Course introduction

Do your managers and supervisors: understand what motivates their team and how their management style impacts team performance? Sometimes get frustrated with poor performers yet put off having difficult conversations? Know how to tackle issues of poor performance? Understand that everyone approaches work differently? Delivered by Sam Greenhalgh, Associate Solicitor specialising exclusively in Employment Law at Birketts LLP and Matthew Reed, Corporate Trainer from Jarrolds Training, delegates will explore how management styles and workplace behaviours can have a positive and negative influence on the productivity of the team. Self-assessment of their own management style and behaviour will be encouraged to allow them to exploit opportunities and achieve greater productivity.

Course Aims

This course is for Managers who need to understand the legal framework and responsibilities of being in charge of a team. It will explore different management styles and workplace behaviours by building an understanding of personal and team strengths, weaknesses and how to improve performance.

Course outline

Course content

- Different management styles and workplace behaviours.
- Understand and appreciate your and your team's strengths and weaknesses.
- How to increase performance and productivity within your team
- How to minimise the risk of potential fall out and expensive tribunal claims along the way.

What will I learn

- Understand their team's needs and how these can be realistically met
- Take a more proactive approach to the management of poor performance and under performance
- Differentiate between good, under and poor performance and understand the implications of each on the organisation and their team
- Implement a strategy to overcome the common obstacles for dealing with both poor and under performance