



HOSCA

management consultants



## ***TEAM BASED PERFORMANCE MANAGEMENT FACILITATION WORKSHOP***

### **AIM AND APPROACH:**

The main purpose of this workshop is to help participants to develop effective behavioural skills to influence others positively in their day-to-day work, and life. The core elements are about building relationships, gaining commitment to achieve objectives and developing a common language.

### **PROGRAMME OBJECTIVES:**

- To identify with the Context and Content of Team Based Performance Management
- Deliver Training Modules that support the project
- Detail the roll-out process and the role of the facilitator
- Demonstrate the facilitation skills required to move the project forward

### **AUDIENCE:**

All

### **DURATION:**

5 Days

### **AGENDA:**

#### **Day 1 / 2 - Presentations**

- Introductions / Objectives
- Handling Issues / Ideas
- Performance Management – The Context and review of Communications Packs
- Awareness Training Overview
- Video – Talking to the Team
- Presentation Skills Practice Sessions – Video and Feedback
- Core Skills Overview
- Video – Feedback
- Skills Practice – Video and Feedback
- Process Review

(Complete Self-Perception Inventory and MBTI)



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## ***TEAM BASED PERFORMANCE MANAGEMENT FACILITATION WORKSHOP cont'd***

### **AGENDA:**

#### **Day 2 / 3 – Teams and Facilitation**

- Review Module 1 and Discuss Issues
- Video – Icebreaker
- Stages of Group Development – Input
- Review of Self-Perception Inventory and implications
- Video – Belbin
- MBTI Review and implications
- Performance Management Overview and Role of Facilitator
- Case Studies and Facilitation Process
- Process Review

### **AGENDA:**

#### **Day 4 / 5 – Facilitation and Project Management**

- Review Module 2 and Discuss Issues
- Facilitation Techniques – overview of problem solving techniques and practice
- Project Management – application of techniques to Performance Management
- Performance Improvement Toolkit – overview of Contents and Identification of Facilitators needs
- Project Plan – development of generic project plan
- Next Steps
- Process Review