

Leading for Performance



When leaders perform, people perform—and when people perform, businesses succeed. Research indicates the greatest impact on employees' job performance and fulfilment is the quality of their working relationships and interactions with immediate managers. Poor leadership leads to ineffective management, low employee loyalty and retention, and, ultimately, poor organisational performance. Therefore, one of the keys to improving overall organisational performance is to ensure first-line and mid-level leaders have the leadership skills critical to building an engaged, high-performing workforce.

Leading for Performance (LFP) is a series of leadership effectiveness modules that provides first-line and mid-level managers, team leaders, and project managers with the skills and tools they need to create effective working relationships with others. Participants learn proven best practices for communication, team building, conflict resolution, coaching, goal setting, conflict management, problem-solving, and other vital leadership competencies that can drive performance and lead to a sustainable advantage for their organisations.

Learning Approach

LFP is comprised of practical, configurable instructor-led modules. The modules vary in length from one-half day to one day and can be delivered as discrete modules or as an integrated offering over time. This means participants need not be away from their jobs for extended periods.

This program is taught by a Wilson Learning facilitator or by an organisation's own leader-trained in-house professional as a face to face or virtual facilitator led solution.

This enables:

- Face-to-face or virtual interaction among participants and with the facilitator
- True-to-life skills practice with immediate in-person feedback
- The opportunity for real-time commitment to action

Enabling Improved Performance

LFP includes various performance application, reinforcement, and support tools, such as job aid cards and planners. These tools ensure that participants can hone newly acquired skills and behaviours upon returning to work. Involving executive management and/or developing peer support groups early on, and training them to coach for improved performance, is important to the successful implementation of LFP modules.

Measurement

Follow-up measurement options are available. Participants are encouraged to share planners with their managers to track skill application and performance improvement. This concrete feedback motivates participants to perform and acts as a blueprint for applying their newly learned skills.

Evaluation

Red Education will partner with your organisation to measure the initial behavioural changes and business results. We will work with you to set up evaluation systems that help improve outcomes and sustain the momentum of your implementation.

Modules

Outcome: Your Leaders Will Be Able To . . .

*Coaching for Performance (1 Day)	Apply coaching skills, concepts, and plans; effectively coach employees for improved performance
Coaching for Sales Performance (1 Day)	Apply coaching skills, concepts, and plans; effectively coach salespeople for improved performance
Communicating with Purpose (1/2 Day)	Achieve greater understanding, alignment, and action with employees and colleagues; communicate more effectively
*Delegating with Confidence (1/2 Day)	Effectively entrust others with important tasks; maintain ultimate responsibility for the outcome; increase work group productivity and leadership effectiveness
Interviewing for Selection (1 Day)	Conduct consistent, fair, and accurate selection interviews
*Managing Conflict (1/2 Day)	Help people effectively manage conflict in a constructive way; reduce impact of conflicts on productivity
*Meeting Leadership Challenges (1/2 Day)	Recognise employees' leadership support needs; meet leadership challenges more effectively and constructively
Managing Styles in Conflict (1/2 Day)	Improve interpersonal relationships and work group performance; respond appropriately to reduce back-up behaviours
Managing Time Wisely (1/2 Day)	Successfully implement time-management techniques and strategies; develop or improve self-management skills
Motivating for Results (1/2 Day)	Effectively create the conditions that motivate employees; lead employees to put forth greater effort in their work
Reviewing Performance (1/2 Day)	Write and conduct effective, constructive reviews with employees
Setting Goals for Success (1/2 Day)	Create goals for themselves and their associates; conduct effective joint goal-setting discussions
Working Styles: Dimensions of Social Style (1 Day)	Understand and accept people's differences; use Social Style skills to work more effectively with others

***Available on Red Education's Public Program Schedule**

Contact us at Red Education for more information about how we can help you Lead for Performance