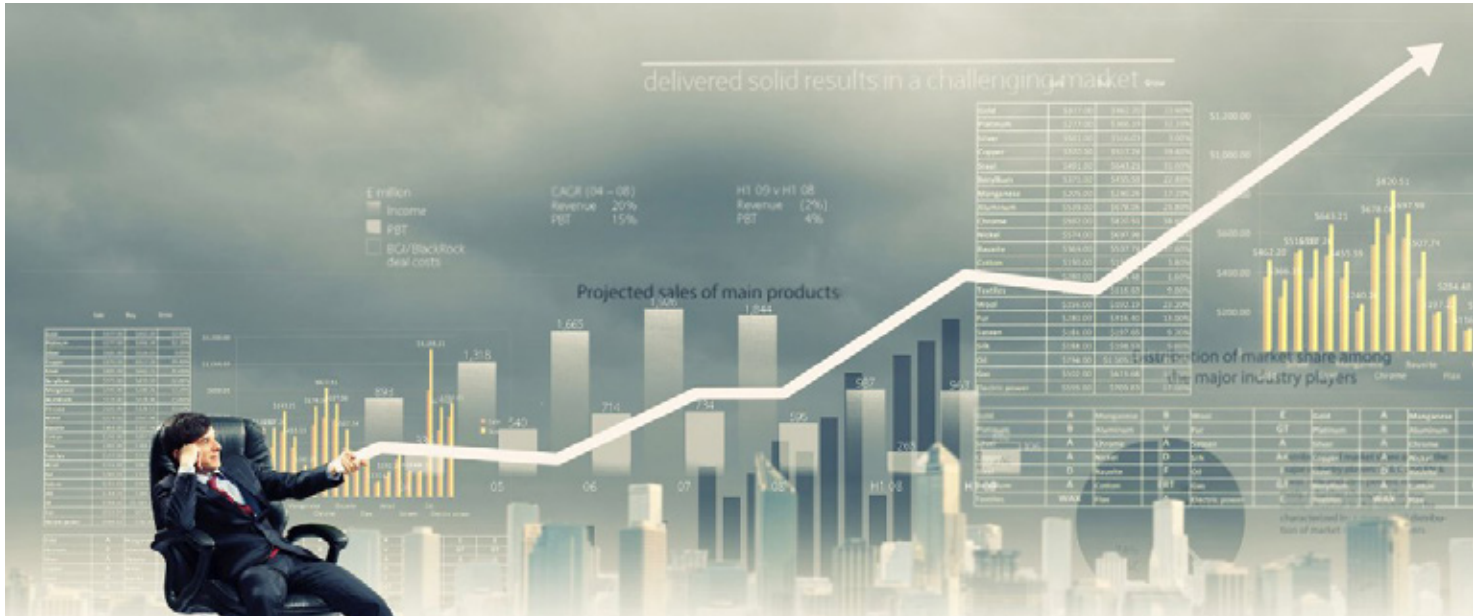


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LEADERSHIP AND PERFORMANCE MANAGEMENT



“Great managers aren’t born; they’re made”

Few people thrive when thrown in to a management role, but many new managers need help communicating effectively with employees, giving feedback and taking on a leadership role.

Leadership and performance management training can mean different things for different roles, but always focuses on teaching managers how to accomplish or facilitate work through others, and how to direct and develop their employees.

Great performance management also includes ongoing, two-way dialogue with your employees about expectations, priorities and performance. It aims to develop your employees, ensure their success and maximize their contributions to the organization.

Benefits of performance management training

Research has revealed that more than half of the most important drivers of employee engagement and performance are related to effective performance management skills, including setting clear goals, providing regular feedback and supporting employee development. Managers who are effective at employee performance management produce better business results, including:

- 50% less staff turnover
- 10 to 30% higher customer satisfaction ratings
- 40% higher employee commitment ratings
- 200% higher net profits

Keys to success

Proc & Logistix Consult Ltd can help your managers get the training and support they

need to effectively lead their teams. We have resources that help your managers build a strong, trusting relationship with employees that will not only help individual performance, but also contribute to the success of your company.

Leadership Development Programs provide leadership learning that target specific capabilities required for future target jobs. Participants are identified through succession planning, nominated by senior leadership and tracked for future career development (e.g. retention rate, promotion rate, next developmental move, etc.).

Team effectiveness, development, collaboration, and individual performance

A critical goal in PM experimentation is to devise ways to align it more closely with business and organisations outcomes. As organizations become more team-centric, PM is also beginning to shift from focusing just on an employee's individual achievements to evaluating her contribution to a team and the team's impact on driving overall business goals.

Target Group

Supervisors, Team Leaders, Divisional Managers, Branch Managers and CEOs will find the 'Leadership Skills' workshop addresses the areas of Leadership most critical to the success of the Leader, the team and the organisation in Government departments, Private companies, NGO's and Saccos

Couse Duration

The course will take 5 days. Each day will comprise of six contact hours which will include practicals and class teaching.

Course Module

- Leadership styles and their implications in performance
- Key leadership management skills

- Developing goal focus
- The accurate use of language: clear, persuasive and friendly
- Distinguish the positive critic from the negative cynic
- Identifying most important ideas
- Time management training

Mode of training

We endeavor to deliver training as per the needs of trainees. For this course, we will use various methodologies all of which are participant centered. Particularly trainers may use;

- Open triangle content discussion
- Case discussions
- Illustrative training using aids of various types as may be necessary
- Group and individual tasks assignments
- Business games
- Simulations

Reading Material

PLCL will provide relevant reading material which participants will use on and after training.

Certification

The course will be certified either by PLCL or by PLCL in partnership with other organizations that will have sponsored the respective courses.