WHY PERFORMANCE MANAGEMENT?
How people perform at work determines to a large extent whether an organisation succeeds. Positively encouraging people to do their best should be a priority for every leader.

Most people want to perform well at work. Performance management is about retaining and building on that existing commitment, energy and desire. Unlocking Potential through Performance Management gives leaders the skills to create a work environment in which people are motivated to become the best they can be and to go the extra mile willingly.

This programme acknowledges the scale of the challenge of managing performance in higher education and guides those accountable for performance through a deep but practical analysis of performance management in their institutions.

WHAT DOES THE PROGRAMME COVER?
- The scope of performance management at three different levels: individual, team, organisational.
- The language of organisational performance: terminology, definitions, euphemisms, assumptions.
- The challenges faced within the higher education context: organisational complexity, diversity of missions, multiple definitions of success.
- Characteristics of an effective performance management process in higher education.
- Performance management as a route to engaging colleagues.
- Different aspects of performance: task, behaviour, system and process, contribution to outcomes.
- Consequences and implications of managing performance.
- Competence or mastery? Criteria for assessing levels of performance.
- Objectives, measurement, and KPIs.

WHAT ARE THE BENEFITS?
This programme provides a space in which leaders will be able to clarify and/or shape how performance is managed in their institution.

The programme offers institutions an opportunity to align their vision and strategy with team and individual contributions by agreeing clearer, more confident process for managing performance at all levels.

The programme will give participants greater skill, knowledge and confidence in relation to the purpose, potential benefits and processes of managing performance well.
Next steps and action planning
Group consultation on the key issues arising from the programme - this may entail producing an action plan for the design and implementation of a performance management process or an action plan for engagement of colleagues in existing processes or a skills development session for those accountable for conducting performance conversations.

WHO IS THIS PROGRAMME FOR?
Leaders who are accountable for others' performance, who are likely to be involved in designing or implementing a process for engaging their colleagues in conversations about performance and/or those who are influential or role-models to others. The programme is particularly suitable as a means of exploring how best to design or implement a new scheme for managing performance, or to encourage broader engagement in an existing scheme.

PROGRAMME COST
Unlocking Potential through Performance Management is part of a series of two-day programmes that have been designed specifically for delivery in-house to groups of leaders from the same institution, providing a very cost effective way of developing their performance management and engagement skills. This two-day programme for up to 15 people costs £3,000 (plus expenses). If you would like us to tailor the standard programme to your more specific requirements we are happy to do this for a negotiated extra cost.

FIND OUT MORE
If you would like to discuss booking Unlocking Potential Through Performance Management for leaders in your institution please contact:
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