

# MANAGEMENT DEVELOPMENT PROGRAMMES

## PEOPLE & TEAM MANAGEMENT

Course Title	: <b>DEVELOPING TEAM PERFORMANCE</b>
Course Code	: P&TM: DTP
Course Overview	: Modern performance management centres on 'achieving results through other people'. As such, managing people is a very important part of making any organisation work well – achieving organisational goals is only possible if the leaders' teams share their vision. The course looks in detail at specific examples from the participant's workplace, assessing approaches to team management and examining new concepts to develop the performance of the team.
Target Audience	: This course is designed for managers with at least 12 months team management experience and centres around enhancing existing management skills.
Selected Session Topics	: <ul style="list-style-type: none"> <li>- <b>Team Leadership</b> <ul style="list-style-type: none"> <li>• Assessing your own style of leadership</li> <li>• Understanding team dynamics</li> <li>• Motivating individuals within the team</li> </ul> </li> <li>- <b>Developing Team Members</b> <ul style="list-style-type: none"> <li>• Establishing training and coaching needs</li> <li>• Using personal development plans</li> <li>• Team members' skills through effective Delegation</li> </ul> </li> <li>- <b>Assessing and Monitoring Performance</b> <ul style="list-style-type: none"> <li>• Setting clear goals</li> <li>• Delivering effective feedback</li> <li>• Managing performance issues</li> </ul> </li> <li>- <b>Self-Management</b> <ul style="list-style-type: none"> <li>• Planning and prioritisation</li> <li>• Effective meetings</li> <li>• Developing facilitation skills</li> </ul> </li> </ul>
Key Take-Away	: <ul style="list-style-type: none"> <li>- Ability to analyse current management style – highlighting strengths and areas for development.</li> <li>- Learn to set and communicate clear goals and targets.</li> <li>- Ability to identify current best practice in the performance management of individuals.</li> <li>- Ability to deliver motivational and developmental feedback.</li> <li>- Ability to utilise the whole team's skills</li> <li>- Learn to use assertive behaviour to achieve the best results from the team.</li> </ul>

