



Managing Performance by Outcomes

Aim:

Supporting teams to perform optimally in a hybrid world of work

Many organisations have a culture of management built on presenteeism. As managers, many of us have observed the contribution our teams are making, noticed when they need our guidance and seen in real time talent that warrants developing. With the shift to working remotely more often, opportunities to embed new ways of working are emerging.

This workshop looks at how managers will need to alter their approach to managing performance when there is less time spent in the same physical space? How do we check our biases and ensure we aren't treating those who are working remotely differently – 'out of sight out of mind'?

Outline:

The session covers these key areas:

- Understand the importance of managing performance based on outcomes in a hybrid way of working, as opposed to more traditional management approaches
- Sharing valuable approaches for defining work requirements, including measuring achievements
- Enabling team members to achieve their work goals through effective check ins
- Reflecting on good practice for sharing feedback when team members are working in a hybrid way
- Considering how your approach to managing performance can be adapted to ensure it is effective regardless of the individual's ways of working

Outcomes

This interactive webinar shares research findings and provides practical tools to equip managers to effectively support and manage the performance of their team members, regardless of their ways of working.

Managers will reflect on their current approach around defining the work and what good looks like, enabling team members to get on with best support, evaluating the results and ensuring all team members experience parity.

All participants will be encouraged to identify steps they can take to ensure their approach to performance management is fit for their team in a hybrid world of work.

Duration:

2 to 3 hours

Delivery Approach:

An on-line workshop using MS Teams. For alternative platform options please contact WME at info@wmemployers.org.uk

Audience:

Managers

Delegates:

Up to 15 delegates per session.

Investment required

Virtual delivery

WME Member: £650 + VAT

Non-WME Members: £780 + VAT

For face to face delivery costs please contact info@wmemployer.org.uk

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