



# Bringing performance management to life



Virtually every team leader in every organisation is talking about how **THEY** can raise performance in their teams

Creating high performance through top quality conversations

## date

15 and 16 February 2012

## time

10.00 – 12:30

## tickets

£55 plus VAT  
(incl. buffet lunch)

## location

Central London and Birmingham

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## participants

- Any **senior managers** who want to find better ways to enable their people to conduct effective performance conversations
- This is an event for **learning and development specialists** who know that people's practical skills don't usually improve by just 'sending them on a course'.
- And anyone who is trying to create a high performance culture in their organisation and as an **HR specialist** knows that means high-performing individuals working in high-performance teams.

## why should I attend?

1. You're planning a major organisational change programme and want to give your line managers and team leaders the **practical confidence** and essential skills to lead high performance
2. You find that too many performance management issues end up being dealt with by your HR Department, instead of by line managers and you need to know how to address this
3. You're in the middle of a complex re-organisation that is 'technically' well-planned, but key managers don't seem to have the **one-to-one skills** to make it happen
4. You've heard about 'drama-based training', but don't know how or why it works, and want to find out more



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## the facilitators

**Miles Cherry** is Managing Director of React: Acting for Business, a leading drama-based training company, which provides expert business actors as a resource to learning across top industry and public sector organisations around the world.

**Ian Seath** is a performance management expert who helps organisations to develop high-performing teams and to create a culture of continuous improvement.

Miles and Ian have wide experience in helping people at all organisational levels to bring performance management to life through a unique combination of practical learning and sound leadership theory. They bring real-world experience of having helped managers build the skills and confidence to hold those really difficult performance conversations.

## Agenda

09:30 **Registration & Refreshments**

10:00 **Introductions**

- Managing individual performance in a complex, changing world.
- Why "training" doesn't work; the skills line managers really need and how to acquire them

10:15 **'Drama-based Training'**

- What it is and what it isn't
- Pull vs. Push learning (Addressing real needs, just in time)

10:30 **Case Study 1**

- Organisational restructuring – difficult conversations about change
- Drama example

11:15 **Break - Refreshments**

11:30 **Case Study 2**

- Developing a high-performing team – giving effective performance feedback
- Drama example (+ opportunity to have a go, if you want)

12:15 **Next steps**

- Some examples of the sorts of problems we help clients solve
- Success factors
- Feedback on the seminar

12:30 **Buffet lunch and opportunity for networking**

**Client  
Quotes:**



## Booking

**Please e-mail the following information**

- Name(s) of attendee(s)
- Job Title(s)
- Organisation Name
- Contact Telephone Number
- Any special dietary or other requirements
- Your preferred Date/Venue (15 Feb: London; 16 Feb: Birmingham)

**Confirmation of your place(s) and Joining Instructions will be sent upon receipt of your Booking.**