British Training

Mastering Employee Performance, Behavior & Attitudes Strategies for Effective Workplace Management Training Course

#LD7222

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Introduction:

The managing employee performance, behavior, and attitudes is critical to achieving organizational success. British Training Center is proud to present this comprehensive training course designed to equip leaders and managers with the tools and strategies needed to foster a positive and productive work environment. This program delves into the core principles of performance management, behavioral analysis, and attitude shaping, ensuring participants gain actionable insights to drive team excellence. Whether you're looking to enhance employee engagement, address behavioral challenges, or cultivate a culture of accountability, this course offers a structured approach to achieving these goals.

Training Objectives and Impact:

By the end of this program, participants will be able to:

- Understand the key factors influencing employee performance, behavior, and attitudes.
- Apply effective techniques to set clear performance expectations and goals.
- Identify and address behavioral issues in the workplace proactively.
- Develop strategies to motivate employees and improve their engagement levels.
- Utilize feedback and coaching methods to enhance employee development.
- Foster a positive workplace culture that aligns with organizational values.
- Implement performance improvement plans to address underperformance effectively.

Targeted Competencies and Skills:

- Performance Management.
- Behavioral Analysis.
- Emotional Intelligence.
- Conflict Resolution.
- Coaching and Feedback Delivery.
- Change Management.

Target Audience:

This program is tailored for:

- Managers and team leaders responsible for employee performance.
- HR professionals involved in employee development and engagement.
- Supervisors seeking to improve their leadership and people management skills.
- Business owners aiming to create a high-performance workplace culture.
- Professionals transitioning into leadership roles.

Course Content:

Unit One - Foundations of Employee Performance Management:

- Understanding the pillars of employee performance.
- Aligning individual goals with organizational objectives.
- Setting SMART performance goals and KPIs.
- The role of leadership in driving performance.
- Common challenges in performance management.
- Tools for tracking and evaluating employee performance.

Unit Two - Understanding and Influencing Employee Behavior:

- The psychology behind workplace behavior.
- Identifying positive and negative behavioral patterns.
- Strategies for addressing disruptive behaviors.
- Building trust and accountability within teams.
- The impact of organizational culture on behavior.
- Techniques for promoting desired behaviors.

Unit Three - Shaping Employee Attitudes for Success:

- The connection between attitudes and workplace performance.
- Identifying factors that influence employee attitudes.
- Strategies to foster a positive and resilient mindset.
- Addressing negativity and resistance to change.
- The role of communication in shaping attitudes.
- Creating an environment that encourages growth and optimism.

Unit Four - Feedback, Coaching, and Performance Improvement:

- Principles of effective feedback delivery.
- Coaching techniques to enhance employee potential.
- Developing personalized performance improvement plans.
- Handling difficult conversations with empathy and clarity.
- Monitoring progress and adjusting strategies as needed.
- Celebrating successes and reinforcing positive outcomes.

Unit Five - Building a High-Performance Workplace Culture:

- Defining the elements of a high-performance culture.
- Aligning employee values with organizational mission and vision.
- Encouraging collaboration and teamwork.
- Recognizing and rewarding employee contributions.
- Sustaining a culture of continuous improvement.
- Measuring the impact of cultural initiatives on performance.