



# MANAGING FOR HIGH PERFORMANCE



*Learn how to get and keep your team engaged*

Duration: 1 day

Groups: 6-50 participants

## Overview

This program is designed to build each participant's ability to take action on-the-job to keep each of their employees fully engaged, performing at their best and committed to both the organization's long and short-term success.

## Who Should Attend

This program is particularly suitable for middle to executive level managers.

## Learning Objectives

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

- understand the fundamental principles associated with engaging individual employees on the job
- understand the fundamental principles associated with retaining individual employees
- identify the various levels of engagement on an organizational, team, and individual level
- understand why people disengage and leave their managers and organizations
- use the skills and tools to improve engagement levels
- take specific action to build accountability and effectiveness.

## What Attendees Can Expect

Participants will experience hands-on practice with a number of proven talent solutions targeted at building a solid understanding of what it takes to engage and retain employees.

Each participant will be equipped with talent solutions that they can immediately implement into their work environment, including:

1. A deck of Retention Cards
2. A 'Taking Action Guide'.

## Program Outline

- Review the workshop 's purpose, goals and deliverables
- Outline the critical Talent results and organization needs
- Define the employee engagement levels
- Describe how "FIT" impacts employee engagement and retention
- Outline the financial impact of employee engagement
- Identify what is "Most Critical" when engaging and retaining employees
- Assess the organization's current performance
- Review the one-to-one dialogue process
- Learn the framework for the Team Talent Plan
- Identify solutions to leverage team strength and build on team weaknesses
- Learn the framework for the Team Member Talent Plan
- Outline the critical manager accountabilities needed to impact Talent results
- Perform a self-assessment
- Complete a manager capability profile
- Create an action plan for a selected manager capability
- Outline how to take action back on-the-Job

## Workshop Options

This program is available in two versions:

- GOLD - standard learning materials
- PLATINUM - limited tailoring of components to match the client's own business context and processes.

This program is typically tailored for each client and delivered on an in-house basis. This maximizes the program's relevance for the delegates and ensures the best possible return on investment.

Also available:

- 1/2 day HR "Taster"
- Train-a-single-trainer
- Train-multiple-trainers



## Accreditation



This program is accredited by the Certification Service for Continuous Professional Development and carries the CPD kite mark. Tailoring of the program may require the resubmission of materials to the certification service.

## Pilat Facilitators

Pilat consultants have extensive experience in facilitating sessions/workshops with groups, ranging from small teams to large group forums/strategy sessions.

This includes:

- Designing and facilitating leadership development workshops for a range of private and public organizations
- Teaching university post-graduate courses on managing change and organizational development
- Working with departments undergoing organizational change, enlisting employee input in developing their new structure and roles
- Facilitating action learning teams - ensuring that maximum learning takes place through looking at the process of the team
- Working with new teams to help them clarify their goals, roles and ways of working.

To help ensure that group meetings are effective in achieving their desired outcome, Pilat can help both with the design of the session(s), as well as their facilitation.

## About Pilat

Pilat HR Solutions, founded in 1974, has dedicated over three decades to bringing rigor to HR, working with organizations to increase their employees' performance and to realize their true potential. We do this through our combined focus in three areas of specialism - Consulting, Technology and Data.

Clients who partner with us tell us that they value their experience of:

- Passion - "We will demonstrate a contagious passion for helping you achieve your business dreams; they will become our dreams."
- Ethics - "Honesty; no excuses; no blame. We will keep or exceed our promises; and the people who make them will be there with you!"
- Excellence - "Rigor in all we do. Based on our knowledge and experience, we will work together to deliver measurable excellence, nothing less."
- Best-fit - "We will partner with you to understand your precise requirements, and provide the best-fit solution - if we can't, we will point you toward others who can."

Additional information can be found at [www.pilat.com](http://www.pilat.com).

To schedule an exploratory discussion with a member of our team, e-mail [info@pilat.com](mailto:info@pilat.com) or call (US office) +1 800 338 9701 or (UK office) +44 (0)20 8343 3433.

Incooperation with



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