



Effective Performance Reviews

About:

Performance and appraisal interviews are very important tools for every manager. Unfortunately both the manager and the employee often experience these conversations as a difficult activity that arouses tension. But they offer managers the opportunity to discuss and resolve problems.

With this training our participants learn to deal with these tensions and how they can conduct these conversations in a positive and result-oriented way. This training is an investment in the future of your managers and their teams.

Results:

- Participants perform performance and appraisal interviews in a professional manner
- Participants understand the value of this important instrument
- Participants know how to place the conversations in the context of competency management
- Participants have practiced practical, difficult situations, such as confrontation or feedback

Approach:

With this person-oriented training, our participants learn to perform performance and appraisal interviews in an effective way. The trainer focuses on the learning objectives, which participants have indicated before the start of the training. Learners complete the training with a personal action plan, so that they actually practice what they have learned. Thanks to this unique and personal approach, our clients are assured of changes that remain.

Experiential Learning:

To increase the impact of the training, we work with a very experienced trainer and role play actor. They help learners to improve their skills. They do this on the basis of the experiential learning approach. This is a safe and confrontational training method that ensures that participants get more insight into the effect of their actions and behavior. And we do that so participants achieve their learning objectives and perform performance and appraisal interviews in a positive way.