

Management Scenarios - One Day

This workshop is designed as a refresher for Managers experienced in managing performance who require an opportunity to practise and further develop skills in a safe environment. During the day delegates are introduced to four scenarios, relevant to typical performance and management issues they might face in their everyday role. Delegates work together to identify an approach to the issue considering specific tools and models they might utilise to resolve the issue. The day also encourages the group to consider company policies and procedures and how these might support the group in resolving issues.

CONTENT

Scenario One.....

- An absence Issue
Attendees work in groups to identify a strategy to manage the issue and present this back to the rest of the group for discussion

Scenario Two.....

- A bullying Issue
You meet another Managers team member in tears, she accuses her Manager of bullying and asks for your help.... What do you do?

Scenario Three.....

- A capability issue
You have inherited an employee who is underperforming. New performance management tools no longer allow this long term employee to remain hidden? How will you address the issue?

Scenario Four

- A personal hygiene issue that refuses to go away.....
How will you manage the discussion?

Tool Review

- The group review tools to support Performance Management and internal processes they need to be aware of

Action Plan

What will I do as a result of this workshop?

