SQT

TRAINING THAT DEVELOPS
REAL CAPABILITY









Managing Performance Effectively

LPD011

Managing Performance Effectively

Managing performance is one of the most critical responsibilities of leaders and managers. This programme provides practical tools and techniques to support learners in leading performance conversations with confidence, ensuring clarity of expectations, accountability and consistent achievement of goals.

The course blends theory, practice and reflection, enabling learners to understand what motivates team members, develop effective communication strategies and handle both day-to-day and formal performance discussions. Learners gain the skills to set goals collaboratively, address challenges constructively and build a culture of continuous improvement.

This programme can be fully customised to support strategic organisational priorities while addressing individual learning goals.

Duration & Price

Duration: 1-2 days
Delivery mode: This programme is available In-Company

Dates & Locations

In-Company training programmes are customised for your organisations specific needs. Most In-Company training is now delivered virtually.

In-Company Training

Please contact us for more information on our In-Company training options

What's covered?

This programme develops practical strategies for managing and enhancing performance across a range of situations.

Learners will explore and practise how to:

- Identify what motivates individuals and apply this insight in performance management
- Set collaborative SMART goals that encourage ownership and engagement
- Prepare for and lead effective performance meetings with confidence
- Apply industry-recognised communication tools to build clarity and trust
- Ensure consistent high performance through clear expectations and follow-up
- Manage conflict constructively to achieve win–win solutions
- Analyse causes of poor performance and provide appropriate support
- Address persistent underperformance fairly and effectively

The course is highly practical and can be tailored for in-company delivery to meet specific organisational needs.

Who should participate?

This course is designed for supervisors, managers and leaders who are responsible for managing the performance of team members. It is particularly relevant for those who want to strengthen their communication and performance management skills.

Typical participants include:

- Supervisors and team leaders
- Line managers
- Department managers
- Senior leaders seeking to refine their performance management approach

It is suitable for both new and experienced managers who wish to enhance their effectiveness in driving individual and team success.

English Language Competency
A good standard of written and spoken English is important to engage effectively with this programme.

What will I learn?

On successful completion of this course, learners will be able to:

- Explain the opportunities and challenges of performance management in the workplace
- Define their role and responsibilities in managing performance effectively
- Plan and conduct structured performance discussions with team members
- Apply advanced communication techniques to give and receive feedback effectively
- Lead challenging conversations with confidence to ensure accountability
- Diagnose causes of poor performance and provide targeted support
- Implement strategies for escalating persistent underperformance appropriately

These outcomes ensure learners are equipped with practical, actionable skills to strengthen workplace performance.

How do we train and support you?

We use a highly interactive, practical methodology rooted in experiential learning. This ensures that every learner has the opportunity to apply new techniques, receive feedback and reflect on personal development throughout the course.

Support elements include:

- Pre-training consultation for in-company courses to tailor content to learner and organisational needs
- Facilitated skills practice sessions recorded for feedback and individual reflection, allowing learners to experiment in a safe, supportive space
- Guided post-training reflective activities designed to embed learning, support behavioural change and identify future goals
- Optional personalised coaching sessions (either one-to-one or group-based)
- Live training is available virtually or delivered onsite to suit the needs of the team
- Availability of optional DiSC profiling as a complementary self-awareness tool

Class sizes are generally limited to 10-12 participants to support personalised learning and individual support.

How can you progress?

Learners who complete this programme may also consider:

- Supervisory Management Skills
- Coaching Skills for People Managers
- Leading and Managing People - QQI Level 6

This provides a clear pathway for continuous professional development.

Tutors



Gina Ryan
View Profile

What Our Learners Say

We believe in excellence through transparency and continuous improvement. That's why we invite all our delegates to share their experiences on CourseCheck.com, an independent platform dedicated to genuine, unfiltered feedback. Learner insights help us not only to enhance our training programmes but also empower potential learners to make informed decisions. Click on the link below to read firsthand experiences and testimonials from past learners.



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SQT provide a unique combination of high quality, accredited, practical training delivered by leading industry experts and supported by the most up to date learning technology and tools

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- Join our Lean Six Sigma Network
- Continual Process Improvement
- Project & Programme Management

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- Food Safety
- Life Sciences
- Laboratory
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LEADERSHIP & PERSONAL DEVELOPMENT

- Leadership & Personal Development
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QQI AWARD | IEMA - APPROVED - | CompEx Part of the JTL Group | FSPCA FOOD SAFETY PREVENTIVE CONTROLS ALLIANCE | CQI IRCA APPROVED TRAINING PARTNER | Chartered Institute of Environmental Health

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