

2008

June 23 - 24, 2008 | Newport Beach, CA

PERFORMANCE TRAINING CAMP.COM



2807 North Parham Road, Suite 200
Richmond, VA 23294



High Performance Management Training Camp is a two day workshop for senior level line and HR executives. We will combine an exploration of strategic concepts – new ideas and proven approaches -- with hands-on application. In this way the program will meet the common learning objective of senior executives: to provide guidelines for action/behavior when they return to their organizations. Managing performance is a shared responsibility between HR and the line, so come as a team to improve together!

“Lynne Morton was very well versed on this subject. I love her teaching style!”
— A. Rush, City of Richmond

“Lynn is an awesome presenter - very knowledgeable...I enjoyed the 2 days and have learned a lot of things that I can take back to the workplace and make a difference.”
— L. Schick, Workers Comp Board

High Performance Management Training Camp

www.performancetrainingcamp.com

PROGRAM AGENDA:

DAY 1: JUNE 23, 2008

PROGRAM OVERVIEW/INTRODUCTION

Learning Objectives:

- Describe why continual learning is a critical Leadership skill.
- List five key habits of continual learners.
- Apply these ideas to their own personal leadership development plan.

DEFINING PERFORMANCE EXPECTATIONS

Learning Objectives:

- Identify competency models and performance expectations -- how to clarify what is needed from the organizational perspective and capture that for hiring, performance management, and developmental purposes.
- Define the performance/potential balance -- how to make the critical distinction between performance and potential, since this drives both performance management and key decisions in talent management.
- Interview and select the best employees -- since job descriptions should take into account both competency models and performance expectations, we'll discuss how to use both to more effectively interview and select the best employee.
- Recognize drivers of performance and underperformance - people often talk about the drivers of performance and ignore the drivers of underperformance, so we'll look at both as setting the stage for managerial action.

ENGAGING EMPLOYEE TO ACHIEVE HIGH PERFORMANCE

Learning Objectives:

- Discuss how engagement drives performance -- we'll make this important strategic connection between engagement and performance before looking at specific techniques
- Use recognition and motivation to engage employees -- what kinds of recognition and motivation work best, and for which kinds of employees? We'll discuss some key concepts -- and some new ones -- and provide attendees with opportunities to 'try out' their uses in business scenarios
- Explore coaching & mentoring -- when and how do coaching and mentoring help increase engagement? We'll look at some best practices and consider how those might be refined or applied for attendees' use.
- Improve poor morale -- how can you recognize a disengaged employee and what can you do to turn around poor morale? These are some of the questions we'll explore in this important module

- Manage a distance workforce -- more work is being done by people working apart from each other, so managers must know how to engage those employees and ensure that their performance meets expectations. This module will take us into some interesting new territory.

DAY 2: JUNE 24, 2008

ENHANCING MANAGERIAL SKILLS... TO BETTER ENABLE PERFORMANCE

Learning Objectives:

- Give performance feedback -- do you or your managers know how to give performance feedback? Although it's critical to managing high performance, it often isn't done well. We'll look at the most important techniques and try using some in role-playing teamwork.
- Discuss difficult conversations -- are you ok at giving positive feedback by struggling to give negative feedback, or have a difficult conversation about an employee's career? We'll share some tips and guidelines for more effective communications.
- Host a productive 20 minute meeting -- being a good manager entails respecting the time of your employees; attendees will actually hold a 20 minute meeting and then draw up a list of the 10 things to do to improve such meetings!
- Drive top notch performance -- do you know how you can really drive top performance? We'll share some ways to notice when a good performer is on the verge of becoming a top notch performer and some specific things that managers can do to help employees cross that performance threshold.

RETAINING HIGH PERFORMERS

Learning Objectives:

- Model high performance behavior -- we know that leaders develop leaders, so let's see how modeling high performance behavior leads to others performing at their peak; here, too, we'll work with scenarios in teams to probe for what works best.
- Pay for performance -- how is pay for performance being used now? Can it really provide a hook for retention, especially of high performers? We'll explore what some companies are doing and their challenges.
- Discuss generational differences and retention -- with several generations in the workforce now, it isn't possible to take just one approach to retention. What do you need to know about the drivers of retention for different generations?
- Implement sensitivity to life/work balance.

PRESENTER:



LYNNE MORTON

Lynne Morton, President of NY-based consultancy Performance Improvement (PI) Solutions, is a management consultant and globally recognized thought leader in talent management. She has published widely (including Integrated and Integrative Talent Management, and Talent Management Value Imperatives, both cited as Best of 2005 by Expatica HR) and has been a featured speaker at over 25 national/international conferences.

Lynne brings more than 20 years of multi-disciplinary experience in change management and organizational effectiveness to her client engagements, with a deep focus on talent management and leadership. In addition to serving as Talent Management Strategy Consultant for Zynap, Lynne is a Founding/Consultant member of the Society for Organizational Learning and sits on the National Advisory Board of Human Capital Institute (HCI) and the Advisory Board of Aruspex.

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* Your registration includes a 1-year subscription to Team Management Briefings! (Retail Value: \$178)

** Payment must be received by 5/23/08 to receive the early bird discount