

# Coaching For Performance

For registration information contact Winnie Chan, Senior Conference & Training Coordinator of The MEARIE Group, at 905-265-5332, email [wchan@mearie.ca](mailto:wchan@mearie.ca)

## Course Summary:

Facilitated by Shepell.fgi

What is performance management? What is a manager's role in this process? What are the goals of performance management – the two philosophical approaches:

The FORM and the FORUM:

The FORUM:

- Management by Walking Around, Taking the time to make PM developmental
- Goal focus vs. problem focus, • Proactive vs. reactive

The FORM:

- What are the major components of a performance appraisal form?
- What are the advantages and disadvantages of different performance rating systems?
- Manage the impact of rating errors and bias on performance appraisals.
- What is the potential role of emotion in performance management?

Making it happen:

- Goal setting and motivation, Managing relationships & managing
- Coaching & Leadership Skills
- The challenges you encounter with delivery, response, and feedback to performance
- Common barriers & how to address them
- Managing emotions, avoiding blame and taking personal responsibility
- How to create accountability in others
- Situational Leadership

## Who should attend?

Managers, supervisors and HR professionals who are responsible for employee development, performance and appraisals.

**Date(s):** February 17      **Cost:** \$525.00 + GST  
Includes materials, lunch and breaks

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**Course Length:** 1 day      **Location:** The MEARIE Group

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**Accommodation** Accommodation (see pg. 6) is the responsibility of employer.  
Lunch will be provided by The MEARIE Group.

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