

Developing Merit-Based Teams

Course Overview

As a team leader, your ability to evaluate, recognize and reward employees based on their performance, skills and contributions creates a culture of fairness and high achievement. By implementing a culture based on merit, you can drive employee engagement, productivity and motivation. This 3-hour course gives you the tools to align employee performance to the goals of the organization, encourage employees to learn and grow through professional development and goal setting, and assess performance using transparent communication and objective metrics.

Aligning Employee Performance and Organizational Culture

Discover the research and data that supports consistent performance management and its impact on organizational culture.

- Indicate how the performance review process supports organizational culture.
- Describe purpose-driven needs using performance statements.
- Recognize the roles and responsibilities of performance managers.

Setting Achievable and Measurable Goals

Improve accountability by setting achievable, measurable goals and helping others do the same.

- Identify the characteristics of SMARTER goals.
- Recognize techniques for challenging employees to succeed.
- Discuss standards of performance that signal when an employee has succeeded.

Communicating a Model of Constructive Feedback

Emotional intelligence is fundamental to building strong, professional relationships and implementing coaching techniques that motivate others to change.

- Discuss how to control thoughts and emotions to maximize the benefits of constructive feedback.
- Identify coaching templates that facilitate giving constructive feedback.
- Choose a feedback model that most closely fits your coaching style.