Practical Leadership Training

A Guide for Participants, Line Managers & HR Teams

Course Details

Duration: 3 Weeks | 3 Sessions (3 hours each)
Delivery: Live Online Training
Cost: £295 + VAT per person

Why attend this course?

Managing performance effectively is one of the most important responsibilities of any manager, yet many find it challenging to set expectations, address underperformance and hold productive performance conversations.

This practical programme provides managers with the tools and confidence to set clear goals, measure performance fairly, give effective feedback and support individuals to perform at their best. Participants will learn practical techniques that help create motivated, accountable and high-performing teams.

Who is this course suitable for?

This course is ideal for employees who:

- ✓ Manage individuals or teams
- ✓ Are responsible for setting objectives and measuring performance
- ✓ Need greater confidence conducting performance conversations
- ✓ Want to improve team engagement and accountability
- ✓ Have responsibility for developing people and supporting growth
- ✓ Want practical tools to manage performance more effectively

Common challenges this course will address

- Setting goals that are either too easy or unrealistic
- Managing underperformance confidently and fairly
- Giving feedback that drives improvement
- Holding effective one-to-one performance conversations
- Measuring performance consistently and objectively
- Creating accountability while maintaining motivation

This course is CPD accredited by OpenCPD and offers 15 CPD hours (or points). All participants will receive an approved CPD Certificate

What will participants be able to do afterwards?

Following the course, participants will be able to:

- Apply the performance management cycle effectively
- Set challenging achievable goals that motivate performance
- Write clear and measurable SMART objectives
- Establish and communicate effective performance standards
- Measure performance fairly and consistently
- Conduct productive one-to-one meetings and development conversations

How will this benefit the organisation?

Effective performance management can help organisations:

- ✓ Improve individual and team performance
- ✓ Boost employee engagement and accountability
- ✓ Improve consistency in performance standards
- ✓ Support employee development and growth
- ✓ Address performance issues proactively
- ✓ Build a culture of continuous improvement

Participants report greater confidence in managing performance and giving feedback.

Booking Information

To reserve a place on this course, please send an email to info@sterlingtraining.org.uk. You will receive a booking form by return email.

Invoices are issued two weeks prior to the course start date with joining instructions and other course requirements communicated as necessary.

This course can be customised to the needs of your staff or organisation.

If you have any other queries or wish to enquire about closed or bespoke courses, please call us on +44 (0)23 8021 6568

What previous learners say

"Sterling Training delivered a fantastic course which helped to develop both your personal and management skills. As someone who was newly appointed in my role, this course helped to build my confidence and skills."
– Ben Keyes, INFINITE