

## LEADING FOR PERFORMANCE

Gone are the days when heroic, top-down leadership was considered key to driving business performance. Today's high-performing organisations have strong leaders from all levels and across all business functions – leaders who take a team-based, shared-responsibility approach to strategy execution. Strong leaders understand that the performance, morale, and retention of their people is directly tied to the quality of their working relationships with them. They appreciate that getting involved in their people's professional development and involving their people in decision making leads to real-world results. When leaders perform, people perform. And when people perform, businesses succeed. *Leading for Performance* is a high-impact program that better enables leaders to drive business performance through effective communication, employee selection, team building, coaching, conflict resolution, and more.

## IGNITE TALENT

### ■ SETTING GOALS FOR SUCCESS

*Setting Goals for Success* offers managers invaluable insights into the challenges associated with setting goals for associates and provides a framework for goal setting in the context of performance with fulfillment. Participants explore proven goal-setting processes, best practices for linking goals to strategy execution, and the importance of setting goals that address both performance and fulfillment considerations.

### OFFERING OVERVIEW

With the rise of global business, increased adoption of virtual collaboration, and ongoing introduction of new generations into the workforce, today's workplace is more culturally, behaviourally, educationally, and philosophically diverse than ever before. To ensure that their work units remain productive and contribute to the execution of an organisation's business strategy, managers need to hone their ability to effectively set reasonable goals and have successful goal-setting decisions with their associates.

### OFFERING DETAILS

*Setting Goals for Success* is a practical, half-day, facilitator-led leadership effectiveness program. By participating in various activities, learners explore proven techniques for setting goals. Throughout the program, participants are introduced to goal-setting best practices. The "wrong way" and "right way" of setting people up for

success are illustrated in depth. The characteristics of effective goals are defined. And the connections between organisational strategy and the associate's performance results are clarified.

Learners also examine the two factors of professional success – performance and fulfillment – and discuss the benefits of high performance/high fulfillment, both to the individual contributor and to the organisation as a whole. Heavy emphasis is placed on what managers can do to create an environment that fosters both performance and fulfillment.

Participants practice writing well thought-out goals for themselves and for their associates, and plan a goal-setting discussion. A video example of a goal-setting discussion provides participants insights into a proven, "right way" approach.

WILSON LEARNING EUROPA

23 LONDON END, BEACONSFIELD, BUCKINGHAMSHIRE, HP9 2HN, GREAT BRITAIN

TEL: +44 (0) 1494 678 121

FAX: +44 (0) 1494 678 631

EMAIL: [europamarketing@wilsonlearning.co.uk](mailto:europamarketing@wilsonlearning.co.uk)

WEB: [www.wilsonlearning.co.uk](http://www.wilsonlearning.co.uk)