



Evaluation and Consequence

Top performers crave feedback, they consistently ask for and expect to be evaluated against the criteria by which they are measured. It is essential for managers to have the skills to effectively evaluate their people and create both positive incentives and negative consequences. Without these competencies, manager often appear to play favorites and it is very difficult to hold people accountable. Without accountability, it is near impossible to predict your results.

Target group

Early to Mid Career Managers

Topics

- ⇒ How do you evaluate your people?
- ⇒ How do you rank your people?
- ⇒ How do you allocate your time amongst your people in relationship to their ranking?
- ⇒ How do you establish positive and negative consequences?
- ⇒ How do you hold your people accountable?
- ⇒ How do you plan for succession?

Approach

The training course is instructor led and is designed to be highly interactive with practical exercises. This module includes Commitments to Action (CTA's) which ensure that the learning is applied in the field.

Duration

½ day

Course objectives

After this training course, you will be able to:

- ⇒ Rank your people against key criteria
- ⇒ Allocate your time amongst your people more effectively
- ⇒ Evaluate performance
- ⇒ Hold your people accountable to established expectations
- ⇒ Plan for succession

Follow up courses

Establishing Clear Expectations*, Coaching

**Establishing Clear Expectations should be taken prior to Evaluation and Consequence*