

LEADERSHIP & MANAGEMENT

QNET presents:

Positive Performance Development

Tuesday, April 3, 2012 – 8:15 a.m. to 4:15 p.m.

This practical workshop addresses the traditional negative issues and challenges Supervisory Managers face in managing performance. The priority is to engage with Employees to enhance and develop performance over time. A positive, yet assertive approach is taken to collaborate with Employees, while making them accountable for results. The objective is success for both Employee and Manager.

Build skills for an effective working relationship by clarifying mutual expectations, establishing collaborative progress consultations and coaching for performance. The workshop will cover the following:

- Clarify that the primary objective is to develop performance
- Dismantle negative perceptions, stereotypes and challenges faced
- Confirm mutual expectations and priorities of each party
- Concentrate on results and behaviours required
- Streamline the performance process steps
- Plan, collaborate and support for success
- Track performance and consult on progress
- Coach for success - developing your staff
- Intervene and solve problems as required (Performance Improvement Plans)
- Implement planning - Strategies for success

There will be a short pre-session survey to determine key issues to be addressed in the workshop, and a post session assignment to reinforce implementation of ideas gained at the workshop.

Facilitator: Dan Furlan, Coach, HR Strategies

As a Human Resources and Training Manager for many years, Dan Furlan, CHRP, has addressed the issues of staff development, coaching and consultation in a wide range of industries. He has taken a practical, client based approach to designing and presenting related management educational and training sessions. As a management trainer and instructor in the Human Resource Management Certificate Program at the university and college levels, he keeps current with ongoing management challenges and strategies.

This workshop is:

- An optional course in the 70 credit hour Certificate in Management Development (CMD)
- Eligible for credit in the CAM:OE (Certificate in Applied Management: Organizational Effectiveness) in partnership with the University of Manitoba Continuing Education

Presented in partnership with Industry Workforce Development, Manitoba Entrepreneurship, Training and Trade

REGISTER NOW - Fax this form to (204) 949-4990 or register online at www.qnet.ca

Fee: \$319.00 + GST for QNET Members \$389.00 + GST for Non-Members

Name _____ Title _____

Organization _____ City _____

Ph _____ Fax _____ Email _____

Payment method: VISA AMEX MasterCard Cheque Enclosed

Card # _____ Expiry _____

Cardholder name _____ Signature _____

Participants will receive location and final details by email approximately 3 business days prior to the session. Please contact QNET if you do not receive this information. Cancellations must be received in writing no later than 6 business days prior to the session. After that time, the full registration fee will apply. Replacement participants are accepted at anytime. Invoices will be sent for non-attendance. G.S.T. Reg # 899755334RT



QNET
Suite 660, 175 Hargrave Street
Winnipeg, MB R3C 3R8
p: (204) 949-4999
f: (204) 949-4990
mail@qnet.ca
www.qnet.ca