



Performance Management & Leadership Coaching

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Performance Management & Leadership Coaching

5 days training course

For detailed information on training course dates, please click the link:

[Performance Management & Leadership Coaching.](#)



Course Overview

This course focuses on the key aspects of performance management and leadership coaching, helping leaders drive individual and team performance. Participants will explore tools and strategies to set clear performance goals, provide constructive feedback, and implement coaching techniques that improve employee development. Emphasizing both the human and strategic aspects of leadership, this course equips leaders with the skills to build high-performance teams, enhance motivation, and navigate challenges in performance management.

Objectives:

- Learn the fundamentals of performance management and its role in achieving organizational goals.
- Understand coaching techniques to improve leadership effectiveness and employee development.
- Master how to set clear performance expectations and provide feedback.
- Develop strategies to motivate and engage employees to reach their full potential.
- Understand how to manage and resolve performance issues and align individual goals with team and organizational objectives.

Who Should Attend:

- Senior leaders, managers, and team leaders who are responsible for managing team performance.
- HR professionals focused on performance management, coaching, and employee development.
- Leaders who want to improve their ability to coach, mentor, and inspire their teams to achieve higher performance.

Course Outline:

Day 1: Introduction to Performance Management and Leadership Coaching

- Defining performance management and leadership coaching
- The role of a leader in managing and enhancing team performance
- Establishing clear expectations and performance goals
- Understanding the key components of effective performance management
- Introduction to coaching as a leadership tool
- The difference between managing and coaching

Day 2: Setting Performance Expectations and Goals

- The importance of SMART goals in performance management
- Aligning individual, team, and organizational goals
- Communicating clear performance expectations
- Identifying key performance indicators (KPIs)
- Conducting effective performance planning meetings
- Setting milestones and timelines for performance success

Day 3: Providing Effective Feedback and Coaching Conversations

- The role of feedback in performance management
- Techniques for delivering constructive feedback
- Creating a feedback-rich culture within teams
- Coaching conversations for improvement and growth
- The GROW model for coaching conversations (Goal, Reality, Options, Way Forward)
- Handling difficult feedback situations with empathy and professionalism

Day 4: Motivating and Engaging Employees for High Performance

- Understanding employee motivation and engagement
- Identifying intrinsic and extrinsic motivators
- Strategies for boosting morale and performance
- Building trust and rapport through coaching
- Empowering employees to take ownership of their performance
- Creating a growth mindset in teams

Day 5: Managing Performance Challenges and Continuous Improvement

- Addressing underperformance and identifying root causes
- Strategies for managing and resolving performance issues
- Coaching employees through performance improvement plans
- The role of leadership in creating a continuous improvement culture
- Reflecting on leadership effectiveness and coaching impact
- Developing an action plan for ongoing performance management and coaching



DOCUMENTATION

The **MTC team** has meticulously prepared **high-quality training materials** for distribution to all delegates.

CERTIFICATES

An **accredited Certificate of Completion** will be awarded to participants who successfully attend and complete the program.

SCHEDULE

Course sessions are scheduled as follows:

- **Morning Session:** 09:00 AM – 1:00 PM
- **Afternoon Session:** 01:00 PM – 05:00 PM

REGISTRATION & PAYMENT

To register, please complete the **registration form** available on the course page and submit it with your **preferred payment method**. Alternatively, you can contact us via **email or WhatsApp** for assistance.

TRAVEL & TRANSPORT

We ensure a **seamless travel experience** by providing **airport-hotel-airport** transfers for all participants.