



# Fastpraise

- ☑ Are your people your biggest asset, or your biggest problem?
- ☑ Are your people shown what is expected, and how they will be measured?
- ☑ Do they have the ability to "buy-in" to the above?
- ☑ Are your staff working at their peak performance?
- ☑ Do your managers give honest and fair performance appraisals?

Many companies run into growth problems, and initial success starts to work against them unless they develop the right management skills to handle the people they hire.

To help provide the basics of People Management to managers in companies, with the objective of obtaining greater productivity through better management, **PERFORMAX Technologies Inc.** has developed a series of Applied Management Programs that start with... People Management. This covers the full range of People Management Skills, and is backed up by the focus workshops: **Recruit; Coach & Fastpraise.**

**Fastpraise** helps the manager to:

- ☑ Design and implement a mutually agreeable Job Performance Management Agreement for each staff member to define the key results for which they were hired, and to assist their understanding of the measurable

performance factors that will help them deliver these results.

- ☑ Conduct tough but fair Personal Evaluation Meetings to evaluate people, and give them precise feedback on their strengths and weaknesses.

The 1.5 day workshop involves the participants through group workshops and role plays, to ensure that theory is translated into "live", interactive examples. It is facilitated by seasoned, successful managers, and really helps managers aim for Peak Performance of their people!

## **Typical Workshop Agenda:**

### **Introductions & Objectives**

### **Results and Performance Factors**

- Process Management
- Focus on Controllables
- Major & Minor Performance Factors
- Developing a Performance Mgmt. Agreement

### **Obtaining The "Buy In" From Your Staff**

- Role Plays - "Wrong Way"/"Right Way"
- Guidelines and Conclusion
- Role Plays - 1 on 1's/Review

### **Personal Evaluation Meetings**

- When, How Often?
- The Formal Review
- Role Plays - 1 on 1's/Review

### **Personal Evaluation Meetings**

- Top/Unsatisfactory Performers

### **Wrap Up and Conclusion**

Our associated consulting firms can assist you in modifying or adding to our standard Workshop to make it truly reflective of your company's environment.

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## TYPICAL COMMENTS FROM SPONSORS & PARTICIPANTS:

*"Why didn't someone give me this before?"*

*"Excellent program of great value."*

*"The most practical and pragmatic approach to significantly improve sales effectiveness & results"*

*"The Country level management experience of the consultants was vital."*

*"Never seen such an approach before."*

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