

€ TRAINING

Advanced Employee Performance and
Behavior Management



22 - 26 July 2024
Paris (France)



Advanced Employee Performance and Behavior Management

REF: H89 DATE: 22 - 26 July 2024 Venue: Paris (France) - Fee: 5940 Euro

Introduction:

This training program delves into the essential strategies for managing employee performance, behavior, and attitudes in the workplace. It empowers participants to effectively address performance issues, foster positive behaviors, and cultivate attitudes that contribute to organizational success.

Program Objectives:

By the end of this program, participants will be able to:

- Understand the key factors influencing employee performance and behavior.
- Implement strategies to manage and improve employee performance.
- Address and modify negative behaviors in the workplace.
- Promote positive attitudes and a constructive work environment.
- Develop interventions to align employee behavior with organizational goals.

Targeted Audience:

- HR Managers.
- Team Leaders.
- Supervisors.
- Organizational Development Professionals.
- Business Leaders.

Program Outline:

Unit 1:

Understanding Employee Performance and Behavior:

- Overview of performance management principles.
- Factors influencing employee behavior and attitudes.
- The role of leadership in shaping performance and behavior.

- Identifying performance and behavior challenges.
- Case studies on managing performance and behavior issues.

Unit 2:

Strategies for Managing Performance:

- Setting clear performance expectations and goals.
- Conducting effective performance appraisals.
- Providing constructive feedback and coaching.
- Addressing performance gaps and underperformance.
- Techniques for continuous performance improvement.

Unit 3:

Addressing Negative Behaviors:

- Identifying and analyzing negative behaviors in the workplace.
- Strategies for modifying disruptive behaviors.
- Legal and ethical considerations in behavior management.
- Conflict resolution and managing difficult employees.
- Implementing disciplinary actions when necessary.

Unit 4:

Promoting Positive Attitudes:

- The impact of employee attitudes on workplace culture.
- Techniques for fostering positive attitudes and behaviors.
- Encouraging employee engagement and motivation.
- Recognizing and rewarding positive behavior.
- Building a supportive and inclusive work environment.

Unit 5:



Aligning Behavior with Organizational Goals:

- Ensuring alignment between employee behavior and organizational values.
- Developing behavior-based performance metrics.
- Integrating behavior management into performance appraisals.
- Encouraging behaviors that support organizational objectives.
- Sustaining positive behavior and performance over time.