

LEADERSHIP & SUPERVISION

Pathways to Performance

OVERVIEW

Performance through people contribution to the University's objectives is one of the foundations for our success. We need our leaders to have the ability to conduct conversations that clearly define the requirements of roles, performance objectives and individual development actions.

This program aims to align our performance with *NeW Directions* by equipping our leaders with the practical skills required to traverse the breadth of pathways to performance. Leaders will be provided with the opportunity to apply these skills throughout the workshop as well as a toolkit to support them back in the workplace.

Program focus

- The University of Newcastle Pathways to Performance
- Laying the Foundations
- The PRD "Preparing and Conversing"
- Setting the Platform
- The Role of Feedback
- Fundamental Communication Skills
- The PRD "Post Conversation Steps"
- The Legal Considerations in Managing Performance Concerns & Unsatisfactory Performance
- Managing Performance day-to-day "Enhancing the Workplace" "Performance Concerns "Lifting Performance"
- Coaching as a Tool
- Managing Unsatisfactory Performance

"The training manual is a great resource for future reference"

"The role-playing was the most useful activity to my learning"

"I now feel more confident to face some of the current issues in my team"

"All managers and supervisors should attend as part of the induction process"

"Excellent course, thoroughly recommend"

Learning outcomes

Participants will:

- Understand the requirements of Leaders in managing performance at UON
- Gain an understanding of the pathways to performance available to leaders at UON
- Develop practical skills and knowledge to build performance within their team
- Gain awareness of the legal considerations surrounding managing performance in the workplace
- Understand how to manage Performance concerns and Unsatisfactory performance in the University context
- Build confidence in raising issues with staff

Suitable for

- All supervisors
- PRD Mentors (both Academic and Professional Staff)

When

Semesters 1 and 2

Duration

2 consecutive days

How to register/apply

Register your attendance through [HROnline](#)

Related programs

- Intro to the PRD for Managers