Challenge the status quo

MORGAN SINDALL INFRASTRUCTURE

STEPPING UP TO MANAGEMENT AND LEADERSHIP
COACH & DEVELOP POSTWORK

Getting the best from your people

Performing as a team comes from empowered and capable individuals pulling in the same direction. Managing performance is a key element of people management, but there isn't a 'one size fits all' approach.

Review the attached refreshers on the Star Model and Evolution Model. Ahead of the next session, apply what you've learnt in as many ways as you can, but particularly:

1. Conduct coaching conversations with two staff members. Make reflective notes.
2. Plot team against the nine boxes and consider development options for them. Please share with your manager and make notes of their input.
3. Put performance plans in place for staff who need them. Prepare reflections on what you did to make this assessment and how the performance planning went.
4. Submit your postwork ahead of the next session, including manager thoughts.

Suggested Resources and Further Reading

- Leaders who coach are creating better workplaces, and so can you. | Saba Imru-Mathieu | TEDxLausanne https://youtu.be/ypKRJ0IPP-k
- The happy secret to better work | Shawn Achor https://youtu.be/fLJsdqxnZb0
- What makes us feel good about our work? | Dan Ariely https://youtu.be/5aH2Ppjpcho
- The secret to giving great feedback | The Way We Work, a TED series https://youtu.be/wtl5UrrgU8c