

PAF—Performance Analysis and Feedback

Finally, a system that works in the real world:
Assess anyone confidently!

Performance Analysis & Feedback – you can't manage without it.

Assessment feedback can be one of the most stressful and emotionally charged elements of management. But without it you're an administrator, not a manager. This seminar is designed to put you in confident control of the situation, knowing exactly how to say what's needed to get the results you require. It works with employees, peers, team members, your own manager, job applicants—even your kids.

Who Should Attend

Managers, or anyone who needs to give performance-related feedback.

What You Will Learn

- A complete feedback “sound-byte” for the real situation you brought to the classroom.
- How to take what you “know” in your head about someone’s performance and confirm your perception is correct.
- How to create the words necessary to communicate the most difficult information to correct performance or to give constructive advice in a way that ensures the recipient will:
 - Understand what you are saying.
 - Accept your viewpoint as being valid.
 - Know exactly what to do to make the necessary changes and be motivated to make them.
 - Feel that your relationship is maintained or strengthened when the discussion is over.
- How to use PAF feedback to reinforce good performance.
- How to give PAF feedback in a variety of contexts from informal coaching chats to formal employee performance appraisals and development discussions.
- Why PAF is key to improving performance, motivation and engagement levels of 90+% of your employees.

Seminar Content

Included, you'll receive:

- A business-card sized JOB-AID in case you need a reminder of the steps to create PAF feedback.
- A free one-on-one telephone coaching session with an expert PAF instructor who will answer any questions you may have or help you to deal with a feedback situation back on-the-job.

Prerequisite

None

Your Facilitator

Sal Polletta a graduate of McGill University and founder of VOLITION Development Group, is a long time delivery partner with the Loyalist Training & Development Centre. His high-energy presentation style and motivational abilities have successfully assisted a variety of public and private companies. Sal designs and conducts effective training workshops and seminars in a variety of topics: Time Management, Critical Thinking, ISO 9000/14000, QS 9000 Series, Six Sigma APQP, Problem Solving and Decision Making, SPC, Communication Skills, Business Relationships and Strategic Alliances, Leadership, Customer Service, Team Building and Conflict Resolution.

Duration

2 days



Skills that WORK.

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