



# Great North Business Incubator

Stop Hunger. Join us for Sustainable Development

## Master Class Performance Consulting and Management Training short course

As training departments begin to organise for a focus on performance, they become more proactive, focus on what people need to be able to do, and work to find multiple solutions that impact overall performance.

### Overview

The rationale of this short course is to make a transition from a focus on training to a focus on performance improvement. The training professional is undergoing major change in several areas, one of which is the transition away from a focus on learning as the output towards a focus on performance improvement. The goal is to enhance human performance in support of business goals. Performance consultants are the people who are responsible for partnering with clients in order to achieve performance improvement business goals.

Performance consulting is a relatively new field within the human resources domain.

### Learning Outcomes

- ❖ Identify performance gaps and requirements and introduce interventions to improve performance in the workplace
- ❖ Contract with management to implement performance improvement intervention in the workplace
- ❖ Move from training delivery to performance improvement activities with management and clients
- ❖ Form consultative partnerships to action strategic business alliances in the organisation.

### Target group

The course is designed for company executives, senior managers, middle managers, HR Managers, Training Managers/ Officers, marketing managers, business development managers, Consultants, CEOs general managers , Executive Directors, Investment portfolio managers in the corporate business sector, government, NGO , Banks, Insurance , Public Medical Aid association and State Owned companies.

### Programme Structure

Module One ; The contextualisation of Performance consulting

- ❖ The need to partner with management
  - ❖ The link with business needs
  - ❖ The Link with Human Resources Development (HRD)
  - ❖ The link with Organisation Development(OD)
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**Module two : Emerging roles and competencies within the human resources development framework**

**Module 3 : Performance consultant framework**

- ❖ The researcher role
- ❖ The professional role
- ❖ The change facilitator role
- ❖ The communicator role

**Module 4 : Competencies for performance consultants**

**Module 5 : Performance consulting approach and process**

- ❖ The performance consulting approach
- ❖ Facilitation and the performance improvement consultant
- ❖ Networking and communication and the performance improvement consultant

**Module 6 : International standards for performance consultants**

- ❖ Focus on outcomes
- ❖ Take a systems view
- ❖ Add value
- ❖ Work in partnership with clients and other specialist
- ❖ Be systematic

**Module 7 : Introducing a performance improvement competencies**

- ❖ Assessment of performance consultant competencies
- ❖ Case study
- ❖ Conclusion

**Module 8 : Conducting Performance Management and Appraisals**

## **Course Dates**

|                         |  |
|-------------------------|--|
| Workshop 1 Course dates | 8 April 2019- 18 April 2019  |
| Workshop 2 Course dates | 10 June 2019- 20 June 2019   |
| Workshop 3 Course dates | 5 August 2019- 15 August 2019<br>9 September 2019- 19 September 2019 |

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|--------------------------------------|--|
| <b>Workshop 4 Course dates</b>       | <b>7 October 2019- 17 October 2019</b><br><br><b>11 November 2019- 21 November 2019</b>                        |
| <b>Price Per Person</b>              | <b>\$ 3 070 includes pick up from Airport to and fro, pick up from lodge to and fro to the training Center</b> |
| <b>Accommodation</b>                 | <b>\$780 per person for 12 days (This include bed and Breakfast and Dinner) vat Included</b>                   |
| <b>Total Including Accommodation</b> | <b>\$ 3.850.00</b>   |
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