

## PERFORMANCE MANAGEMENT LEADERSHIP

*“Enhance Your Leadership and Performance Management Skills for Organizational Success”*

### Schedule

Date	Venue	Fees (Face-to-Face)
14 - 16 Jul 2026	Dubai - UAE	USD 2495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

### Introduction

This intensive 3-day course focuses on equipping leaders and managers with the essential skills to effectively manage and optimize team performance. Participants will gain insights into performance management strategies, learn how to set clear expectations, conduct productive performance reviews, and inspire their teams to meet organizational goals. The course also emphasizes the importance of leadership in fostering a high-performance culture within the organization.

Through practical case studies and workshops, participants will learn to develop strategies for aligning individual and team performance with broader business objectives, driving organizational success.

### Objectives

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

- Apply effective performance management techniques to improve team productivity
- Set clear and measurable performance expectations for team members
- Conduct performance reviews and feedback sessions that inspire growth
- Identify and address performance gaps using targeted strategies
- Cultivate a high-performance culture within their teams

## Why Attend

- Learn how to manage and improve team performance with modern leadership techniques
- Understand how to provide constructive feedback that motivates and engages employees
- Develop skills in aligning individual and team performance with organizational objectives
- Gain hands-on experience through case studies and workshops focused on real-world challenges
- Enhance your leadership abilities to inspire high performance in your team
- Network with professionals in similar roles and exchange insights and strategies

## Target Audience

This program is designed for:

- Managers and leaders at all levels looking to enhance their performance management skills
- HR professionals responsible for performance evaluation and employee development
- Supervisors who want to drive team performance and alignment with organizational goals
- Team leaders seeking to motivate, engage, and improve the performance of their team members
- Professionals looking to advance in leadership positions by mastering performance management

## Individual Benefits

Key competencies that will be developed include:

- Enhanced skills in managing team performance and driving accountability
- Improved ability to provide constructive feedback and coaching
- Effective techniques for setting and achieving individual and team goals
- Increased confidence in handling performance issues and underperformance
- Leadership strategies to foster a positive and productive work environment

## Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Improved ability to align team performance with organizational objectives
- A stronger leadership presence that motivates teams to achieve high levels of performance
- Increased capacity to manage and resolve performance issues effectively
- Enhanced employee engagement and productivity through better performance management practices
- A culture of continuous improvement and accountability within the organization

## Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – In-depth discussions on performance management leadership principles
- Case Studies – Real-world examples of successful performance management strategies
- Workshops – Practical exercises on performance reviews, feedback sessions, and goal setting
- Peer Exchange – Group discussions on common performance management challenges and best practices
- Tools – Templates and frameworks for performance management, feedback, and goal setting

## MAWA EVENTS

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## Course Outline

### Detailed 3-Day Course Outline

**Training Hours:** 7:30 AM – 3:30 PM **Daily Format:** 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

#### Day 1: Introduction to Performance Management Leadership

- Module 1: Performance Management Fundamentals (07:30 – 09:30)
  - Overview of performance management and its role in leadership
  - Key components of performance management systems
  - The link between performance management and organizational success
- Module 2: Setting Clear Performance Expectations (09:45 – 11:15)
  - How to set SMART goals for individuals and teams
  - Aligning individual performance with organizational goals
  - Techniques for ensuring clarity and accountability
- Module 3: Conducting Effective Performance Reviews (11:30 – 01:00)
  - Best practices for preparing and delivering performance reviews
  - Constructive feedback techniques that inspire growth
  - Managing difficult conversations and addressing underperformance

#### Day 2: Strategies for Improving Team Performance

- Module 4: Coaching and Development for High Performance (07:30 – 09:30)
  - The role of coaching in performance management
  - Techniques for coaching employees towards improvement and success
  - Creating a personal development plan for high performers
- Module 5: Managing and Resolving Performance Gaps (09:45 – 11:15)
  - Identifying and addressing performance issues
  - Strategies for overcoming performance challenges and barriers
  - Action plans for improving underperforming team members
- Module 6: Building a High-Performance Culture (11:30 – 01:00)
  - Fostering a culture of accountability and results
  - Leadership strategies for motivating and engaging employees
  - Recognizing and rewarding high performance within teams

#### Day 3: Leadership and Performance Management Integration

- Module 7: Aligning Leadership and Performance Management (07:30 – 09:30)
  - Integrating leadership skills with performance management strategies
  - Leading by example: The role of the leader in performance excellence
  - Creating alignment between individual, team, and organizational goals
- Module 8: Managing Team Dynamics and Motivation (09:45 – 11:15)
  - Understanding team dynamics and its effect on performance
  - Motivational strategies to enhance team collaboration and performance
  - Leading diverse teams to achieve optimal performance
- Module 9: Action Planning and Case Study (11:30 – 01:00)
  - Case study: Real-world application of performance management strategies
  - Developing personalized action plans for applying course concepts to your organization
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Group discussion on key takeaways and implementation strategies

### Certification

Participants will receive a Certificate of Completion in Performance Management Leadership, recognizing their enhanced ability to manage and optimize team performance, provide impactful feedback, and lead high-performing teams within their organizations.

### Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

### In-House / Customized Training

Interested in running this course for your team?

Please contact us:

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