

DEVELOPING AND MANAGING PERFORMANCE

This event focuses on how the outputs of role analysis and the use of competencies can increase the impact of performance reviews and enable more effective development routes to be planned. Participants will learn how to create a link between their HERA or FEDRA outcomes and effective management development tools through questioning, discussion, and practical exercises. This event is aimed at HR practitioners and staff developers and does not require experience of role analysis.

Aims:

At the end of this event participants will be able to:

- Make a clear link between the role profile and how an individual's performance is assessed
- Understand the benefits of this and how the role analysis software can assist.
- Consider implementation issues

Programme:

10.15 Welcome and introductions

10.30 Current processes – how performance is developed and managed at present

11.00 How HERA/FEDRA can help define and assess performance

- The link between role analysis and competencies
- Competencies as a process to assess performance

11.30 Using competencies for managing performance

- Designing a robust, effective and holistic process
- Enabling the line manager to have a more focussed discussion with the role holder
- Clear link between the demands of the role, performance assessment and development plans

12.15 Exercise - Implementation

12.45 Lunch

13.30 Putting into practice

- Who to involve
- What to consider

14.45 Next stage options

- Customising competencies: how and why
- Wider access to the software

15.30 Closing discussion

15.45 Close