



Coaching Performance and Setting Goals

Target Audience

- Managers
- District managers
- All managers that manage teams

You Will Learn

- **How assess performance:**
 - Assessed in relation to a reference
 - The job description
 - The mastery of the position
 - The preparation of the interview
 - Assessed in relation to goals
 - The goals previously set
 - What analysis tools ?
- How set goals ?
 - Understand one's own objectives
 - What goals you choose?
 - Discuss the goals
 - Formulate goals
 - Set goals
 - The tools
- **Understand one's own objectives**
 - Three sources :
 - List of the goals assigned by your manager
 - List of the collective goals which fall within your own decision making
 - Your analysis of the situation of each of your collaborators
- **Formulate goals**
 - A clear contract :
 - What results to produce (to ensure the service)?
 - For whom (the client)?
 - When (the deadline)?
 - Often at what price and what budget (cost)?



Training Methodology

- One day of instruction with theoretical sequences and practical simulation workshops.