Understanding Performance Management

Programme Length:

This programme is delivered through one module in total, it's half a day course with a live tutor. After successful completion, you will receive a certification of completion.

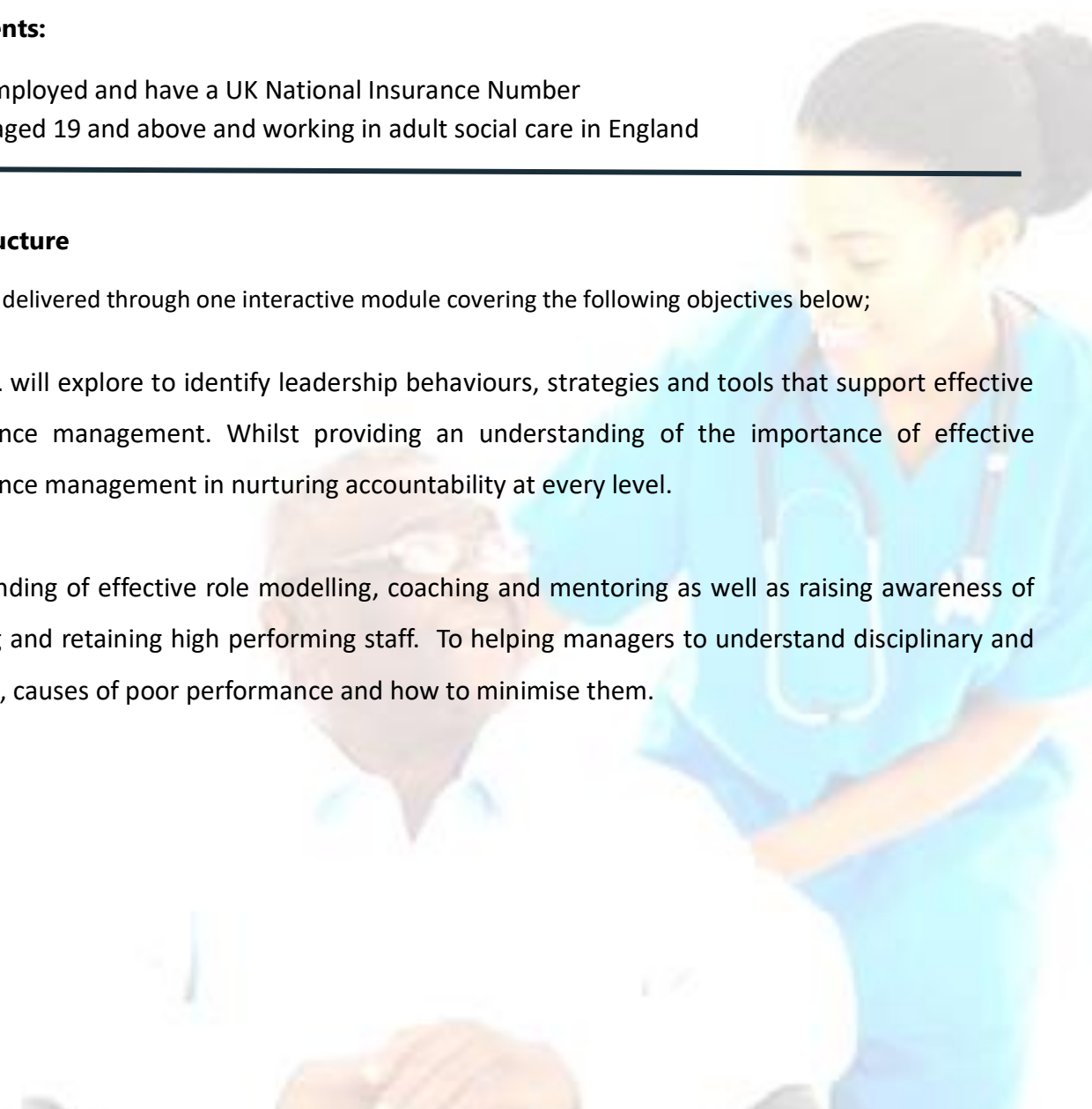**Who is this programme for:**

This programme is designed to help registered managers and other managers, such as; hr manager, training officer and team leaders with their practical continuing professional development.

Entry requirements:

- Legally employed and have a UK National Insurance Number
- Must be aged 19 and above and working in adult social care in England

Programme Structure

The programme is delivered through one interactive module covering the following objectives below;

- **Module 1** will explore to identify leadership behaviours, strategies and tools that support effective performance management. Whilst providing an understanding of the importance of effective performance management in nurturing accountability at every level.

- Understanding of effective role modelling, coaching and mentoring as well as raising awareness of managing and retaining high performing staff. To helping managers to understand disciplinary and grievance, causes of poor performance and how to minimise them.

Benefits of undertaking the Understanding Performance Management

- It will help managers to explore the performance management cycle, recognise that people perform differently and utilise tools and techniques available.
- Managers will understand how successful behaviours and practical strategies can support them in their day-to-day work. As well as how they can do things differently.
- Will help individuals on how to give feedback and manage difficult conversations.
- Fully Funded CPD Management Programme

Delivery of Teaching and Learning

- Registered onto Go To Training an online virtual training platform which will include a combination of live presentation via video conferencing, interactive activities, break out rooms, real time engagement and discussions. Where participants will be challenged to put their learning into practice.

- Each module will have a workbook that provides the teaching and learning needed to complete the assessment. The workbook includes interactive activities and links to videos and further learning.

- When you have completed each module, they will be directly sent to a tutor for marking. Once your feedback is completed you will be notified by email and provided with your feedback.

- Each module will emphasis on reflection, helping managers to learn from their day-to-day experiences and think about how they can do things differently or get better at recognising what they will do well.

- Regular monitoring and support throughout the programme that ensures progress happens in a timely manner. We are supportive of participants who experience unforeseen or challenging circumstances and work to help you resolve issues to ensure successful completion.

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Feedback from previous participant's – what they had to say

Managers:

"I recognised key areas to develop and will be adding new things to supervisions and inductions, sharing code of practice with staff and mentioning company values and missions when interviewing new staff"

"I've learnt a lot from this session and will be making changes, such as how to support staff during their first days at work, enhancing company values and mission to staff"

Team Leaders:

"The course challenged me to develop my leadership practice where it showed that working place must have different culture. What a different transformational leadership quality can enhance the retaining of staff"

"The most benefit thing I have learnt in this course is that it is important to retain staff as it saves the company a lot of money in the hiring processes. I learnt the characteristics of being a good leader as well as some weaknesses in being a leader"

Progression on completion of the programme:

Leaders who participated in this programme can progress to the following:

Further Education

- Level 4 in Adult Care
- Level 5 Leadership and Management in Adult Care

Employment:

- Registered Manager
- HR/Training Manager
- Deputy Manager
- Care Supervisor

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Funding

- Adult Social Care employers in both CQC regulated and non-regulated care settings will be eligible to apply for funding.
- Employers must be registered and have completed the Adult Social Care Workforce Data Set Adult Social Care Workforce Data Set in order to be eligible for reimbursement and have expressed their interest to be invited to use the new digital online claims service from NHSBSA express their interest in being invited to use the service by completing this form .
- Employers can claim up to £130 per staff of the reimbursement once the programme is completed, from Learning and Development Support Scheme Learning and Development Support Scheme for the adult social care workforce: a guide for employers - GOV.UK (www.gov.uk)
- Directly employ care staff in England
- This can be used for new and existing staff.