Manager Effectiveness in Performance Training Course

Professional Development Training Course Outline

Category	Human Resource Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today’s hyper-competitive, data-driven business landscape, Manager Effectiveness in Performance is no longer optional it is a strategic imperative. High-performing organizations rely on managers who can drive performance excellence, agile leadership, employee engagement, KPI alignment, accountability culture, and results-based management. Manager Effectiveness in Performance Training Course equips managers with advanced tools to enhance performance optimization, strategic execution, coaching impact, decision intelligence, productivity acceleration, and measurable ROI delivery. By integrating modern leadership frameworks with real-world application, this course empowers managers to become transformational performance leaders.

The program focuses on building a high-performance culture, digital-age leadership capability, performance analytics mastery, goal-setting excellence, feedback intelligence, emotional intelligence, and outcome-driven leadership. Through immersive learning experiences, data-backed methodologies, and practical case studies, participants will strengthen their ability to align teams with organizational strategy, improve productivity, manage underperformance, and drive sustainable business growth. This training ensures managers transition from task supervisors to strategic performance enablers who deliver measurable, scalable impact.

Programme Curriculum

Manager Effectiveness in Performance Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Develop strategic performance leadership capabilities.
2. Master KPI-driven performance management systems.
3. Implement OKR alignment and goal cascading frameworks.
4. Strengthen data-driven decision-making and performance analytics.
5. Enhance coaching and mentoring excellence.
6. Drive employee engagement and motivation strategies.
7. Build a culture of accountability and ownership mindset.
8. Manage underperformance with corrective action strategies.
9. Improve feedback intelligence and continuous performance dialogue.
10. Leverage digital productivity and collaboration tools.
11. Apply emotional intelligence for high-performance teams.
12. Foster innovation-driven performance improvement.
13. Deliver measurable business impact and sustainable performance growth.

Target Audience

1. Mid-level Managers
2. Senior Managers
3. Team Leaders
4. Operations Managers
5. HR Business Partners
6. Project Managers
7. Department Heads
8. Emerging Leaders & High-Potential Talent

Course Modules

Module 1: Strategic Performance Leadership

- Understanding performance management frameworks
- Aligning individual goals with organizational strategy

- Building a high-performance culture
- Role clarity and accountability mapping
- Case Study: Transforming a low-performing department into a results-driven unit

Module 2: KPI, OKR & Goal Alignment Mastery

- Designing SMART KPIs and OKRs
- Goal cascading techniques
- Balanced scorecard fundamentals
- Tracking and monitoring performance dashboards
- Case Study: Implementing OKRs in a fast-scaling organization

Module 3: Data-Driven Performance Management

- Performance analytics and metrics interpretation
- Using dashboards and reporting tools
- Identifying performance gaps
- Predictive performance indicators
- Case Study: Using data insights to improve team productivity by 30%

Module 4: Coaching, Feedback & Performance Conversations

- Coaching models (GROW framework)
- Constructive feedback strategies
- Difficult performance conversations
- Continuous feedback culture
- Case Study: Turning around chronic underperformance through coaching

Module 5: Employee Engagement & Motivation

- Engagement drivers in modern workplaces
- Recognition and reward systems
- Psychological safety and trust-building
- Motivation frameworks (intrinsic vs extrinsic)
- Case Study: Boosting engagement scores in a hybrid workforce

Module 6: Managing Underperformance & Conflict

- Root cause analysis of low performance
- Performance improvement plans (PIP)
- Conflict resolution strategies
- Behavioral management techniques
- Case Study: Recovering team morale after performance crisis

Module 7: Emotional Intelligence & Leadership Agility

- Self-awareness and self-regulation
- Empathy-driven leadership
- Resilience and stress management
- Leading through change and uncertainty
- Case Study: Navigating organizational change while maintaining performance

Module 8: Innovation, Productivity & Continuous Improvement

- Lean performance principles
- Process optimization tools
- Digital productivity platforms
- Continuous improvement cycles (Kaizen approach)
- Case Study: Driving operational excellence through innovation initiatives

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com