



Struggling to motivate your team every day?

Do you often find that your colleagues are not focused on the task in hand?

Suffering from a high turnover of staff?

Motivating and developing teams every day is a challenge and whilst the formal appraisal system gives team members guidance on what is expected of them would they say it keeps them focused and motivated on a day to day basis? Maybe not!

This one day course will provide Supervisors and First Line Managers with the skills to plan for performance, lead performance and review it consistently throughout the year.



Developing a Motivated Team through Continuous Appraisal ILM Development Programme

Learning Outcomes:

- Identify the purpose and benefits of appraisals
- Understand the Learning Ladder and how to identify a colleagues training needs
- How to set SMART objectives
- Recognising the opportunities to reward and recognise our colleagues
- Demonstrate how to give feedback using effective questioning and listening skills
- Identify appropriate documentation