

# Performance Conversations

CEGOS SWISS. ONE ESSENTIAL AT A TIME.



## What's in it for you?

**Performance conversations are not just about addressing individual performance; they are about driving growth, development, and organizational success.**

In the realm of leadership and management, the ability to conduct effective performance conversations is the cornerstone of fostering growth, development, and organizational success.

Our Performance Conversations learning journey is meticulously designed to empower your managers and leaders with the knowledge and tools necessary to master this critical aspect of their role.

Through this journey, they will master a versatile 5-step framework to prepare and structure effective conversations and enhance their conversational capabilities and confidence, enabling them to lead timely, relevant, and impactful conversations crucial for individual and team development.

With our learning journey, you will empower your managers and leaders by enabling them to delve into the pivotal value and impact of these conversations, both for business and individual development.

## Who should attend?

Leaders & People Managers.

## Good to know:

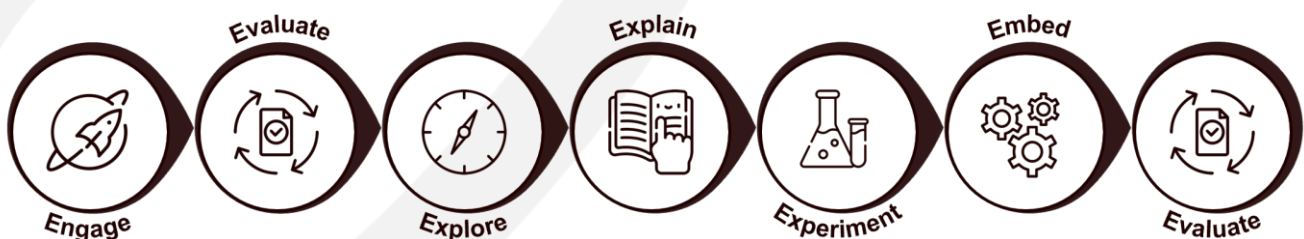
Research indicates that around **69%** of employees would **work harder** if they felt their efforts were recognized, often achieved through **effective performance conversations**.

Moreover, organizations that implement **regular performance conversations** are likely to experience a **14.9%** lower turnover rate compared to those without such structured conversations.

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## Cegos Learning Framework

We apply our holistic and dynamic Learning Framework to build learning journeys that deliver more than just awareness of competencies and skills.



**Every journey engages the learners beyond knowledge, learning step by step, to explore, experiment and embed their learning, transforming skills into performance.**

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## By completing this learning journey, they will:

- Grasp the essence: understand the intrinsic value and broader organizational benefits that stem from well-executed performance conversations.
- Evaluate and harness the influence of personal behaviors on conversation dynamics, fostering a more conducive and productive conversation environment.
- Master the framework: acquire a versatile and adaptable 5-step framework tailored for various conversation scenarios, empowering them to navigate diverse conversations effectively.
- Enhance their conversational capabilities and confidence across a spectrum of scenarios, enabling timely, relevant, and impactful conversations crucial for individual and team development.

## A proven model:



## Digital learning:

- [Preparing & structuring the annual performance review](#)

**#MAKINGADIFFERENCE**

## Delivery modes:



Blended learning accessible in our [LearningHub](#).



Can be delivered **in-person and/or virtually** as most appropriate to you and your learners.

## Duration: 14h total learning



**6 hours** of instructor-led learning.



**8 hours** of self-directed and on-the-job learning.

**REF: PCN**

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"Ask first, share later."

**#TIL**