



# HIGH PERFORMANCE WORK PRACTICES (HPWP)

"Excellence is not a singular act, but a habit. You are what you repeatedly do." - Shaquille O'Neal

This course provides an introduction to high performance work practices. Participants will learn how to develop and foster a team-oriented workplace culture, promote collaboration and communication between employees, and gain insights into the key components of successful performance management systems. Through discussion and interactive activities, attendees will gain knowledge of the latest trends and best practices in the field and explore ways to build a sustainable high performance culture in the workplace. The course offers practical advice and innovative strategies that can be applied to any size business. By the end, participants will have the tools they need to create a high performance work system that drives results and meets organizational goals.

## Key Course Content:

- Understand the importance of the individual decision-making process.
- Make decisions proactively.
- Understand organisational problem-solving behaviour.
- Develop rapport to generate trust and manage resistance.
- Use effective communication techniques to empower others.
- Explain the philosophy of change management.
- Link reward, recognition and feedback.
- Apply motivational techniques to reach objectives - What works and what does not?
- Discuss the strategies to capture and share knowledge.
- Protect your intrinsic knowledge.
- Design a culture of continuous improvement.



## Target Audience:

The course can be tailored for the specific cohort whether it be the leadership team, another group of managers/team leaders or employees.



## Duration:

This course is available as a 1-day course or a truncated half-day course.



## Delivery:

This course can be delivered both in-person or virtually. For virtual delivery, we can use our virtual platforms or your organisations.



## Group Size:

We recommend a group size of 4-10 people.