



Network for  
Practices Ltd

[www.networkforpractices.co.uk](http://www.networkforpractices.co.uk)

## Consultant Information

**Nicola Ford** has spent almost 20 years working across a range of industries and sectors, gaining valuable experience from creating contracts and policies through to TUPE and management of complex cases. Nicola is now an independent HR consultant and strives to deliver high levels of customer service with a personal touch.

Alongside her HR experience, Nicola also enjoys delivering training that covers all areas of managing people. This includes how to recruit and onboard; making appraisals effective and purposeful; managing capability and conduct; leadership skills and how to drive employee engagement. She prides herself on delivering practical and informative courses.

## Booking Information

To book a place/s email

[bookings@networkforpractices.co.uk](mailto:bookings@networkforpractices.co.uk)

*Our acceptance of your booking brings into existence a legally binding contract between us on the following Terms & Conditions - If places are booked but cancelled before payment has been made or a candidate DNAs, the fee will remain due. Cancellations will attract a refund if the course is subsequently fully booked. To avoid any confusion, we ask that Cancellations are by email only. We will make every effort to resell the cancelled place. Where places are free a £25 charge will be applied to cancellations/DNAs. Payment is required within 30 days from date of invoice.*

# Managing Poor Performance

**Date:** 6<sup>th</sup> March 2025  
**Times:** 1000 - 1300  
**Venue:** Zoom Online Platform

**Places available:** 12

**Fee/s:**

<b>NfP Members</b>	<b>£65</b>
<b>Non Members</b>	<b>£110</b>

**This course is suitable for: Line managers and supervisors**

## Aim:

Performance can drop for many reasons. One of the key questions you need to answer before starting any formal management procedure is whether under performance is because the employee 'can't do' their job, or they 'won't do' it.

The first is a question of skill, the latter is a matter of will.

This workshop focuses on the former and supports managers in building an effective performance management process including how to address under performance informally in the first instance and creating the foundation of the formal process.

## Learning outcomes:

By the end of the workshop participants will know how to:

- Explain their role in managing the performance of their team
- Describe the key stages in the performance management process
- Use the performance management skills and techniques practice to create a development plan
- Develop techniques to address poor performance
- Review the challenges that face them within their specific team
- Follow an action plan of their key development points

## Workshop format:

The format will be informal and participative – everyone has an important contribution to make to the discussions.

A typical workshop will cover:

- Management theory and research input from the trainer
- Learning from our shared experiences
- Small group work to discuss and share ideas

**Registered Office: Frome Medical Centre, Enos Way, Frome, Somerset, BA11 2FH**

Network for Practices Ltd Company No 06435074. - Incorporated at Companies House, Cardiff 22<sup>nd</sup> November 2007