

ASSESSING

LOCATION	DURATION	No. of DELEGATES	COST per person
On-site	1 day	4 -16	£250.00

This course will give you the awareness and skills necessary for accurately assessing those who work for you in order that you can properly deploy and develop them

OUTLINE

Core to leadership is the ability to read other people: their strengths, weaknesses, tendencies, potential. Good leaders take the time to get to know the people they are leading. This is best done by observation of behaviour, by listening and by testing. Much assessment by leaders is either too fleeting or too formal. To really understand someone's behaviour, performance, potential and quirks is not something that can be done either quickly or easily.

The people who work for you are the ones who guarantee your results. If you know and understand the raw material you are working with you will be better able to direct them to better outcomes. Assessment should be both formal and informal. The leader who does not do it properly is short-sighted and, almost certainly, ineffective.

Your people support you by delivering results, support them by using accurate assessment to ensure you are utilising them to their best.

AIM

To enable you to accurately assess anyone you are responsible for leading.

OBJECTIVES

- To understand what constitutes a realistic and accurate assessment.
- To be able to use assessment to build self-awareness and self-discipline.
- To understand the balance to be achieved between formal and informal assessment.
- To be able to use feedback to give assessments which are motivational and developmental.
- To be able to keep your finger on the pulse.

OUTCOMES

- The ability to use formal and informal assessment to build motivation and discipline.
- The discrimination to judge when to use formal and when to use informal assessment.
- The capacity to deliver both in effective and appropriate ways.
- The ability to give honest, accurate assessments with examples.