

FLP3

## Building a Performance Culture

**3 Days**

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Successful leaders facilitate and enable staff to perform effectively. Participants learn how to empower teams and create a positive working environment. You'll have the opportunity to coach peers, provide tailored feedback, and receive ongoing feedback throughout the course. Building environments where collaboration, transparency and feedback are a natural state is a major focus of this course.

### PRE-COURSE PREPARATION

- Complete the Leadership Legacy exercise to gain insight into how your peers view your leadership, direct reports and leader

### WHO SHOULD ATTEND

- Managers, supervisors or team leaders
- Those looking to build a high-performing team
- Those aspiring to a supervisory or managerial role and would like a better grasp of what is expected of them as a leader

### POST-COURSE REPORT

Based on your course-by-course personal action plans, complete and submit a comprehensive Personal Accountability Report that will guide the adoption of new knowledge, skills and behaviours in the workplace following completion of the program.

A capstone exercise provides a summary review of the concepts covered throughout the program.

## COURSE OUTLINE

### Building a Performance Culture

- Leading with integrity and supporting organizational values
- Developing trust as a leader and determining your leadership style
- Differences between commitment and compliance within a performance culture
- Encouraging teams to contribute to the organizational vision

### Keys to Motivation

- Identifying performance gaps and strategies to introduce and encourage acceptance of change

### Coaching and Talent Management

- Coach individuals and teams to contribute positively to their own careers and overall organizational performance
- The performance cycle and coaching to remove obstacles to performance
- Explore the difference between performance coaching and talent management
- Identifying talent gaps and putting the right talent in place at the right time
- Explore the critical drivers of talent development and retention

## ABOUT FUNDAMENTALS OF LEADERSHIP CERTIFICATE PROGRAM

The Fundamentals of Leadership program delivers comprehensive, hands-on professional development in the theories, methodologies and approaches in practice by effective leaders today.

Developed in consultation with experienced leaders and subject matter experts, the program offers knowledge, skills and approaches that are applicable across public and private sectors and will be invaluable to anyone wanting to advance their career.

### Complete the series of three courses to earn an Algonquin College certificate

- FLP1: Effective Interpersonal and Organizational Communication
- FLP2: Leadership Skills
- FLP3: Building a Performance Culture

*ALGONQUIN COLLEGE CORPORATE TRAINING CENTRE specializes in industry-focused training solutions that equip employees with the knowledge, skills and expertise needed to succeed in their day-to-day work, to advance in their careers and to build organizational capacity.*

## HOW TO REGISTER

**CALL** 1.833.282.6852

**EMAIL** [training@algonquincollege.com](mailto:training@algonquincollege.com)

**ONLINE** [algonquincollege.com/corporate](http://algonquincollege.com/corporate)