



What is Performance Enhancement?

Performance enhancement is improving the action or process of accomplishing an action, task, or function using your ability, being motivated and seeking the right opportunity.

Ability: Is whether a person can do a task.

Motivation: Whether a person wants to do it.

Opportunity: When given a chance or access to necessary resources or amenities.



Managing Talent

The goal of talent management is to create a high-performance, sustainable organization that meets its strategic and operational goals and objectives.

Many organizations are also now broadening their definitions, looking at the 'talents' of all their staff and working on ways to develop their strengths.



Performance Factors

Certain factors need to be in place for workers to be able to perform well at their jobs:

- Clear job expectations
- Clear and immediate performance feedback
- Adequate physical environment, including proper tools, supplies and workspace
- Motivation and incentives to perform as expected
- Skills and knowledge required for the job.



Improve skills

- Seek out additional courses you can take to improve at your job and discuss these courses with your boss.
- Ask him or her to pay for the courses if you pass, but make it clear that you are going to take them anyway.



Empower your Employees

People unleash their performance when they feel they are in power. A few tricks you can do is

- **Don't second-guess** others' decisions and ideas unless it's absolutely necessary. This only undermines their confidence and keeps them from sharing future ideas with you.



Qualify and Seek Important Information

- Aid your improved performance at work by frequently upgrading your work-related information and gain advice from your boss on the most supportive books and audio programs that would best support your role.
- ##### ADD Content#####



Simply Listen

Listening is the foundation of the best relationships, especially with employees because it makes them feel valued and respected.

The higher you rise in an organization, the more you must listen.



Kill Competition

Your competitors are out there and are hungry for your customers. So understanding what they have or lack is essential. Observe what your competitors are up to:

- ✓ Analyze what they are doing right – and not so right.
- ✓ Treat their experience as a key learning opportunity to innovate, compete and excel.



Observe and React

- ✓ Leave out judgement-loaded words that imply blame, fault, mistake and incompetence, e.g. “you are the reason we did badly in the mystery shopping exercise”.
- ✓ Avoid emotive or critical terminology that could be interpreted as a personal attack, e.g. avoid statements such as, “this just highlights your inability to deal with customer complaints”.



Take Ownership of Problems

- You shouldn't be accountable to your employees or they won't be.
- Your responsibility is accountable to the benefit of your business.
- Your employees need to know that you're what you mean and that's what you're not.

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Take Ownership of Problems

- When you make a mistake, admit it and get on with the work.
- Admitting that the responsibility is yours means that within the company and to management.

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Take Ownership of Problems

- Don't be the person who says that the problem is someone else's responsibility or the responsibility of the organization.
- It is the manager's responsibility to accept the necessary blame for the employees of the organization and to change the employees' actions.

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Involve Them in Meetings

- Don't discuss with your group their own responsibility to meet regularly or meeting to discuss company strategies and tactics. You can't see through a conference table.
- Do a 10-day rotation where each or quarter when employees get to their own group meeting with someone in a different department.

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Learn to Posture

Don't make a habit of going up the quality. Posture is a habit. It's something you do and something you do. It's something you do. It's something you do. It's something you do.

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Learn to Posture

- Don't go right back to posture when the going gets tough.
- Repeat your effort. You might be doing the right thing, but you have the wrong can get. Don't keep the same action again and being better.
- Change your things. You might be doing the right thing, change your things and to get.

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Learn to Posture

- Don't become "can't" get better than someone who has experienced something under.
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Encourage Innovation

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Activity Time: Get It! 'No Cards, Three Words'

- Time: 10 minutes
- Topic: Activity
- To encourage employees to think outside of the box - and to continue thinking along one path, innovation, it has, enhance the performance.

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Challenge your Employees

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