



PARTNERING FOR PERFORMANCE™

SUCCESSFULLY LEADING OR INFLUENCING A DIVERSE TEAM REQUIRES LEADERS TO MEET EACH INDIVIDUAL WHERE THEY ARE IN THEIR STAGE OF GROWTH AND DEVELOPMENT.

TARGET AUDIENCE:

- People Leaders
- Project Leaders

COURSE TIME:

8 Hours

DELIVERY OPTIONS:

Instructor-Led and Blended

DELIVERY METHOD:

In-person and/or virtual

PAIRS WELL WITH:

- Situational Leadership® Essentials
- CLEAR Presence™
- CREATE CLEAR Change™ Leadership Conversations

* Participation in the Partnering for Performance™ program provides a 1-day transfer credit to CREATE CLEAR Change™ Leadership Conversations.

Partnering for Performance™ invites leaders to explore expectations and feedback as one inter-connected process that, when done well, invites inspiration, creativity, and results.

Leaders uncover the effectiveness of feedback when it is communicated with thoughtfulness and kindness, and presented as a logical follow-up to well-defined and motivating expectations.

Participants leave this program equipped with the skills to create a supportive and high-performance work environment that people are excited to be a part of.

BY THE END OF THIS PROGRAM, PARTICIPANTS WILL BE ABLE TO:

- Communicate expectations clearly and concisely, ensuring alignment, engagement, and clarity.
- Articulate the connection of individual performance contributions to team performance goals, and measures.
- Set expectations that are realistic, quantifiable, and time bound.
- Adjust expectations when circumstances change, demonstrating flexibility while maintaining clarity in goals.
- Establish processes for monitoring progress toward expectations.
- Understand how to provide continuous feedback to support individual development and address performance gaps.
- Employ a collaborative leadership approach to learning and development that is clear and kind.
- Adapt communication to recognize the diversity of each team member.
- Demonstrate sincerity and authenticity in their acknowledgement practices.



CLEAR the AIIR™ is an interactive model that sets the foundation for performance. Individuals are supported to define what success looks like and are empowered for sustainable growth and long-term development.



CLEAR as MUD™ is a framework to assess the degree of motivation, understanding, and decision-making rights required to achieve desired results.



CLEAR is KIND™ describes the conversational principles that create the conditions for open, safe, and engaging dialogue.

REFLECT. CONNECT. TRANSFORM.

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