



Performance Management From Goals to Results

Scheduled on request, duration 60 minutes
Requirements: web browser and telephone

Many leaders fail to get the most of their people. They struggle with getting agreement on objectives, miss opportunities for teaching and coaching and put off tough conversations about poor performance. In this pragmatic program, leaders will learn how to:

- Change Performance Management from an administrative burden to an essential leadership process
- Set crystal clear goals that get achieved
- Coach associates to high performance
- Handle Employee Excuses & Defensiveness
- Confront Performance Problems Head On

About the Presenters: Over the past 20 years, PeopleNRG Managing Partners **Antoine Gerschel** and **Lawrence Polsky** have lived strategy change implementation challenges in many shapes and forms, with first-hand experience in the United States, Europe and Asia. Antoine approaches human problems with a powerful mix of business perspective and sensitivity to human factors. His experience includes being COO of a 100-person, \$17 million multi-media learning company in Europe; Director of global leadership development and e-learning for Sanofi-Aventis Pharmaceutical; First-hand experience working around the globe, extensively in the U.S., Europe and Japan as is fluent in English, German, French, and Spanish. Since 1993, Lawrence has worked in OD & Learning, including teaching more than 4,100 professionals around the world. He is a pioneer in the business application of Emotional Intelligence research based on post graduate work at the Institute of Human Development under the direction of Dr. Wilson Tilley and has a Masters in Organization Development with NTL Institute, the nation's leading program on experiential learning.

