

# MANAGING FOR PERFORMANCE

## FOCUSED PARTNERSHIP

Closing the performance gap

 HURON |  StuderGroup

### GET RESULTS

Reduce your performance gap through the implementation of focused evidence-based tools and tactics designed to enhance leadership behaviours and communication.

#### Targeting results in:



Enhanced team engagement



Improved financial performance



Increased employee retention



Improved quality outcomes



Improved Experience with care

Engaged employees are happier, more productive and provide higher quality, safer care. In an environment of continuous change, staff shortages and limited resources, recruiting and retaining high performing staff is critical. To achieve their goals, organisations need engaged staff who are aligned with their vision and feel valued, supported and empowered.

It is our goal to help organisations improve their employee's engagement and performance to provide an optimal safety culture for staff to work and consumers to receive care. Studer Group focuses on utilising best practice leadership and team behaviours to build organisational capacity and capability.

Through the implementation of customised tactics and processes we support your leaders to manage difficult conversations, provide a cascading performance management framework and build the skills of your leaders to grow and develop the capability of their staff. Our results show that successfully managing for performance leads to improved employee engagement and ultimately enhanced operational performance and consumer outcomes.

### MANAGING FOR PERFORMANCE FOCUSED PARTNERSHIP

Typically, a focused partnership is 6 - 24 months in length dependent on the agreed outcomes and will include:

#### A comprehensive assessment including:

- Identification and agreement of desired outcomes
- Identification of agreed time frames for engagement
- Assessment of current practices and outcomes
- Organisational Risk and Readiness survey

**Customised detailed implementation plan** developed in consultation with the organisation including recommendations based on assessment findings.

**Advice and support in development and implementation** of managing for performance best practices, processes and guidelines for consistency in leadership and communication.

Based on the assessment findings, tactics may include:

- **Monthly Accountability Meetings**
- **High/Solid/Low Performance Conversations**
- **Coaching staff and providing feedback**
- **Goal setting**
- **Values and Behaviours**
- **Leader Rounding with staff**

**On-site / Virtual coaching** focused on Managing for Performance tactics to support consistency and quality of behaviours and processes.

#### ADDITIONAL OPTIONS:

**On-site / Virtual workshops** focused on Evidence-Based Managing for Performance Leadership, communication behaviours and processes.

Installation of **Huron Rounding** software accelerator

Installation of **Leader Evaluation Manager**<sup>®</sup> software accelerator

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