

Performance Consulting Development and International Certification Programme

PUBLIC PROGRAMME (OR IN-COMPANY)

Date: 12 & 13 June (start of process)

Overview and Outcomes:

This programme will show you how to close the gap between strategy and operations using Performance Improvement Consulting tools and practices.

Step 1: Build Capacity through learning and doing (two workshop days and also facilitated as stand-alone workshop)

A start-up session to sensitise and build immediate competence in the concepts, methodology, practices and application of Performance Improvement Consulting. This will enable a business and systems thinking approach and a mindset change to the application value of achieving results, save costs and becoming a true partner to business by delivering measurable impact.

Application value and takeaways:

The participants will be able to implement the learning immediately by “doing” which will be supported and monitored through a PI self-paced Learning Guide, PI application Toolbox and several PI resources. The learning process will be against the ISPI’s 10 international standards for Performance Improvement. The methodology is illustrated below:

Holistic Business Partnering Consulting Model



Step 2: Workplace application through coaching and doing *(five coaching days)*

A series of coaching sessions will enable participants to identify, plan and build the project(s) to be implemented in business immediately. After each session the participants will be supported and coached (virtually).

Application value and takeaways:

- Performance Improvement application group coaching sessions.
- Implement workplace projects and start embedding the 10 standards of Performance Improvement practically in the business.
- Build evidence of progress and results.
- Continuous assessment of progress through support and feedback.
- Provide Performance Improvement self-study guide (Essential Guide for Business Performance Consulting).
- Provide a professional international credential of CPT (Certified Performance Technologist) process issued by the International Society for Performance Improvement.

Step 3: Business improvement through measuring and impact assessment

Although interim measuring and evaluation will happen during the programme process, a final evaluation and impact assessment of results will take place to provide case studies for the business moving forward with the Performance Improvement approach and to sustain all improvements.

Application value and takeaways:

- Provide customised measurement and evaluation tools
- Provide and apply continuous improvement processes
- Support and coach projects going forward
- Celebrate successes and publish case studies

Step 4: International Certified Performance Technologist *(CPT)*

This process step will include international certification for each participant.

Application value and takeaways:

- Coach the identified each participant in the CPT application process
- Create a systems thinking mindset
- Monitor and support completion process
- Conduct interim evaluation of application portfolios
- Facilitate process with ISPI in the USA

Duration:	Step 1: 2 days Step 2: 5 additional days (non-concurrent)
Target:	Talent and HR Managers, Facilitators and Trainers, Learning & Development Managers, HR, OD and Performance Consultants and Project Managers.
Facilitator:	Belia Nel, Certified Performance Technologist and Specialist Performance Coach
CPD Points:	8 Points
Fee:	Total Programme: R30 000.00 per person (excl. VAT) Workshop only: R5 500.00 per person (excl. VAT)