

# LEADERSHIP & MANAGEMENT

QNET presents:

## PERFORMANCE DEVELOPMENT & LEARNING

Wednesday, March 11, 2020 – 8:15 a.m. to 4:15 p.m.  
Location: QNET – Suite 660, 175 Hargrave Street, Winnipeg

When addressing individual and team performance, a typical approach is to identify training needs, develop or select a training program and other structured learning experiences, then evaluate at the reaction and learning levels. Unfortunately, this method can be ineffective, unnecessary and expensive. Often it does not result in the expected performance change.

In this workshop, you will examine how to identify and achieve performance excellence that is linked to business goals. You will discover what it takes to achieve the expected performance and develop a plan to achieve desired results.

### WORKSHOP OBJECTIVES:

- understand performance and motivation
- lead and support performance improvement initiatives
- build accountability and set clear goals
- identify what to focus on when measuring and analyzing performance
- determine when training is the appropriate approach
- ensure employees have the opportunity to perform in a supportive environment
- use a performance mapping process to identify and propose business goals, performance requirements, along with training and work environment needs



### DELIVERABLE:

You will solve a current performance improvement challenge using the techniques covered in the workshop.

### FACILITATOR: Marie Antaya

Marie is the Director of Eclectic Communications, a highly recognized training and consulting company. As an international speaker, author of four books and adult educator, Marie has shared her expertise with clients in private, non-profit and public sector organizations leading numerous program and course development projects. Using her combined experiences, Marie designs and delivers informative, practical online and offline programs tailored to the audience's needs. Marie has direct adult education training with her certificates in Teaching English as a Second Language, Workshop Facilitation, and Adult Education. She is certified to deliver presentations, workshops and one-on-one sessions using EQ-i 2.0 Emotional Intelligence and Myers-Briggs Type Indicator instruments. Presently, Marie is a board member with Plain Language Association International. Also, she is a Certified Training and Development Professional.

### COURSE FEES & CREDITS:

This workshop is:

- One of four courses that make up the QNET Certificate in Facilitation & Design (CFD).
- An optional course in the 70 credit hour QNET Certificate in Management Development (CMD).
- Eligible for credit in the CAM:OE (Certificate in Applied Management: Organizational Effectiveness) in partnership with the University of Manitoba, Continuing Education.
- This program has been approved for 8 CPHR Continued Professional Development Hours by CPHR Manitoba
- Presented by QNET in partnership with APICS Winnipeg Chapter, Manitoba Aerospace, and Manitoba Education and Training.

Course Fee includes a comprehensive manual filled with job aids, checklists and other great reference materials:  
\$399.00 + GST for Members of QNET or APICS or CPHR Manitoba or Manitoba Aerospace / \$469.00 + GST for Non-Members

REGISTER ONLINE at [QNET.ca](http://QNET.ca)



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