



## CREATING CHAMPIONS

“It’s the repetition of affirmations that leads to belief. And once that belief becomes a deep conviction, things begin to happen.”

Muhammad Ali

With the close of the 2016 Olympics. Many athletes will have seen the culmination of years’ worth of hard work, emotions and sacrifice. The key to all of this, of course is that the competition is fair. The Wall Street Journal reported during the 2012 Olympics that it is difficult to design a single judging system that prevents all forms of bad judging, be it corruption, intentional bias or unconscious bias. Most would agree that it sounds eerily similar to conversations about performance management in the workplace. In fact, the media has been inundated with bad press about performance management, with statements similar to this:

**“New research debunks idea that annual appraisals can predict long term employee performance” (Wharton Business School).**

Many well respected companies recently announced the end of annual performance reviews. Often citing that it is time consuming, excessively subjective, demotivating, unhelpful, it does little to improve performance and sometimes even demotivate employees. Yet 90% of companies around the world continue with standard performance management practices. The challenge facing HR and managers is not recognising that it might not be working, but what to replace it with.

While the system may be broken, the fact remains that productivity, employee engagement and morale are at an all time low. The question may not be how do we fix performance management, but rather what can we possibly replace it with?

This one day workshop is for you, if you’ve ever wondered about any of the following questions:

1. What patterns are emerging for next generation performance?
2. How to collect, analyse and interpret objective performance information in real-time?
3. Are companies still linking performance data to reward?
4. If we cancel performance management tomorrow, what do we replace it with?
5. How do we get the most out of our employees?
6. How can we increase productivity, employee engagement and morale?
7. What motivates people?

This is day 1 of an accredited training course; next steps for accreditation will be discussed during the workshop.

Dates:

**25 Oct - Performance for champions**

Time:

**08:30 - 16:00**

Investment

**R 3 200.00 per person**

# WORKSHOP BOOKING FORM

Should you wish to make a booking please complete the booking form and email it back to us.

Title: \_\_\_\_\_ Name (as on Certificate): \_\_\_\_\_

Company: \_\_\_\_\_ Job Title: \_\_\_\_\_

Company address: \_\_\_\_\_

\_\_\_\_\_ Mobile: \_\_\_\_\_

\_\_\_\_\_ E-mail: \_\_\_\_\_

VAT Number: \_\_\_\_\_

Dietary Requirements: \_\_\_\_\_

Date: \_\_\_\_\_

Venue: Pretoria

Course Name

## PERFORMANCE for Champions

### Terms and Conditions:

1. Delegates are to be at the venue by **08:00** in preparation for a 08:30 start time.
2. EOH retains the right to change this calendar without any notification.
3. Bookings are only confirmed upon receipt of the proof of payment or an official company purchase order for the full amount of the workshop.
4. EOH will supply delegates with the relevant workshop material and a full lunch will be served.
5. Cancellations or rescheduling requests must be in writing and reach EOH via email at least 3 working days prior to the workshop commencement date. **Full workshop fees may be retained for no shows** or requests within 3 working days prior to commencement.
6. Although we go through great lengths to ensure that all training proceeds as scheduled, EOH reserves the right to cancel or postpone dates if we require to do so and undertake to inform delegates in writing and telephonically of these changes.
7. EOH suggests that delegates wait until a week prior to workshop commencement before scheduling flights and accommodation as EOH is NOT responsible for cost incurred by delegates associated with the cancellation of a workshop, such as flights and accommodation (or any other).

T's and C's Accepted- all terms and conditions are read and fully understood. No booking will be processed if T's and C's are not accepted.

Email completed form to:  
**annelize.venter@eoh.co.za**  
Contact us on: 012 940 6300

