

LEADERSHIP MANAGEMENT

NAME

PROFESSOR

INSTITUTION

COURSE

DATE

WAYS A LEADER CAN ENHANCE PERFORMANCE IMPROVEMENT IN AN ORGANIZATION

1. Build trust with your team

Building trust with a team can help them work together more effectively and trust your judgment and leadership. Here are some ways to encourage team-building:

- Respecting and listening to different opinions

- Asking questions about your employees' lives outside of work
- Sharing honest feedback regularly
- Allowing people to approach you with questions

This can create a workplace where team members can feel comfortable sharing ideas and actively seeking feedback. This trust can help you understand your team's needs so you can better manage them.

Host regular check-ins with employees.

Scheduling regular meetings with your employees throughout the year can show the team that you care about their progress and development. This gives you the opportunity to provide feedback regularly. Consider giving three positive comments to each employee about their own performance for every one item they can improve. This can help both you and your team stay motivated while achieving your goals.

2. Develop strong decision-making and delegation skills

Decision-making skills include the ability to analyze complex problems, prioritize actions and determine solutions. As a manager, consider ways that you can improve your skills. For example, consider using a decision-making method that weighs difficulty against priority to determine what you may handle first.

Clarify the problem that you need to solve. At this stage, involve your team to share their opinions on how to handle the problem. Consider each option you can take and what the expected outcomes are. Here, you want to identify any additional people or resources you may need. Confidently choose your path forward. Even if outcomes are slightly different than planned, you can be confident that you thought about different options.

Develop your delegation skills

Delegating is an important part of management as you decide what tasks you must complete and what others on the team can complete. For example, if compiling a sales report and conducting performance reviews share deadlines in the same week, you can delegate the reporting and handle the performance reviews yourself. Doing this can help you organize your and your team's responsibilities, which can help you prioritize and manage more effectively.

3. Communicate your goals with your teams

Share your performance improvement goals with your team. If you hope to take management courses or develop certain skills, this may influence them to seek improvement opportunities as well. It's also important to share what you learn with them. An effective manager helps their teams grow and develop their skills, so teaching them can foster an environment where everyone wants to improve.

Reflect on your performance

Reflecting on your performance means understanding what type of manager you are, what you can improve on and what your most valuable skills are. Consider taking self-assessments that provide insights into your management style so that you can create a plan that reflects your personality. You can also schedule reflection time monthly or after completing projects. This can help you identify your strengths and

weaknesses so you can refine your performance improvement plan.

4. Take management courses

One formal way you might improve your performance as a manager is to take courses. Universities may offer these, but there are shorter online courses that you can take. Some things you might learn include:

How to write and adjust processes

How to influence the decision-making process

How to create and implement business strategies

How to manage change

Sometimes, companies may pay for you to take these courses because they benefit from your improved performance by having a more skilled leadership team. Explore performance management tools. Performance management tools are often human resources tools that can help you manage objectives, track performance and conduct reviews. These can be applications where executive leadership sets their goals, and each level below them creates objectives that help achieve them. Often, you can set individual objectives for yourself and your teams that focus on the strengths everyone has and the tasks they perform. Throughout the year, you can use these tools to have informal conversations or reflections when discussing team performance or thinking about your own.

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