**Ways in which Leaders can enhance performance improvement in management role**

Name

Professor

Institutional affiliation

Course

Date

**Ways in which Leaders can enhance performance improvement in management role**

Management and leadership shape an organization's culture, establish performance standards, and assess the likelihood of achieving strategic objectives. Having the proper executives in key positions sets successful businesses apart from the rest, as Jim Collins pointed out in his well-known book Good to Great.

In order to manage teams, steer organizational direction, and maintain compliance in key company operations like finance, payroll, and human resources, effective leadership and management are essential. Business executives can have a favorable impact on employee satisfaction, productivity, and financial outcomes by implementing appropriate procedures.

To ensure that employees meet their goals bellow are some of the ways in which leaders can enhance performance improvement in management role;

1. Communication

Communication is the transmission of information and communication skills is the ability of a one to pass information clearly and effectively. Communication is one of the key factors in performance improvement in an organization. Effective communication skills are crucial for successful management, fostering cooperation and improved performance. Effective communicators communicate team roles and expectations, especially on large projects. Encouraging managers to improve their verbal and nonverbal communication abilities through training is essential.

Leaders should provide clear instructions, feedback and guidance to team members. Being able to communicate enables leaders and ever other members of the organization ensure that guidelines are followed, enquiries are made, issues are solved amicably and goals are met.

1. Setting clear goals

Employees can improve their focus and know exactly where to focus their efforts by establishing clear goals and objectives. Setting goals for employees is a crucial duty of managers to make sure that team members understand what is expected of them in their position. Employee performance is fueled, inspired, and motivated by goals. Employees become resourceful when faced with a goal, applying their prior knowledge or coming up with fresh ideas to find ways to succeed.

Setting goals is essential to performance management. It entails coordinating personal aspirations with the organization's strategic objectives. It is important to convey this alignment in a straightforward manner. It must assist staff members in comprehending how their own objectives relate to the mission and vision relate to the goals of the organization.

Direction is provided by establishing specific, quantifiable, and attainable goals. It is also a tool for motivation. Workers perceive that their efforts are helping the organization succeed. They feel more purposeful and are more satisfied with their jobs as a result of the photograph. Maintaining relevance and challenge requires regular goal reviews.

1. Performance Appraisals

Often conducted annually or semi-annually, performance appraisals are often referred to as performance reviews or assessments. During this stage, the manager and the worker get together to discuss the worker's performance, areas of strength and improvement, and future objectives.

Performance reviews are official evaluations. They offer a thorough analysis of a worker's contributions. These ought to be equitable and founded on well-defined standards. By establishing clear and reasonable performance standards, giving frequent, helpful feedback, and praising and rewarding exceptional work, leaders can improve performance management.

HR decisions heavily rely on performance reviews. They have an effect on professional paths. They inspire workers as well. Future leaders are identified by them. Lastly, performance reviews match organizational objectives with individual accomplishments.

1. Executive coaching and training

Training current staff is another leadership tactic to boost team effectiveness. Organizations could up skill their current workforce by investing in their training rather than hiring fresh talent from the market. Additionally, up skilling will strengthen employees' faith in the leadership and their confidence in the organization's culture.
The process of investing in new talent takes a long time and costs a lot of money. Therefore, a competent leader should increase staff productivity through performance improvement planning and training initiative.

Leaders should also be open to learning new skills to enable them grow and improve in their management strategy.

The organization as a whole should invest in impacting new skills to every worker for the growth of the organization.

In conclusion leadership plays a very critical role in performance management. Effective leaders set the tone for performance, provide feedback and coaching and foster a culture of excellence. For a leader to enhance performance improvement in their management role the above measures should be taken into consideration.

**References**

Waples, E. P., & Friedrich, T. L. (2011). Managing creative performance: Important strategies for leaders of creative efforts. *Advances in Developing Human Resources*, *13*(3), 366-385.

Anantatmula, V. S. (2008). Leadership role in making effective use of KM. *Vine*, *38*(4), 445-460.

Ham, C. (2003). Improving the performance of health services: the role of clinical leadership. *The Lancet*, *361*(9373), 1978-1980.