



Nick Bishop Solutions

The simple things that will make your “Performance Culture” a success

“Performance Culture”...Those words can send shudders down the spine of many employees...But why!? The theory is simply to make you even better at what you do, and help you to enjoy your role even more...Sounds simple?



As a Leader or Manager, make sure that you do all of the following well, and you will be well on the way to delivering an effective “Performance Culture”

- Communication must be consistent, clear and delivered effectively to all. Make sure that your message is understood
- Set clear “Values and vision”...Your own and the company. Best performance will never be achieved unless values and vision...Company>>Leader>>Team are totally aligned
- Create an environment where the team work in unison. Trusting and sharing ideas with each other. Teamwork is a must!
- Create a complete Staff Development policy:
 - Coaching and feedback must be a regular part of your weekly routine
 - Delegate wisely. To develop your talented teams and not to offload yourself!
 - Empower your individuals. Show that you trust them
- Develop a “Competency” framework with your teams. One that they buy into and helps with their development
- Conduct regular reviews. These are for the benefit of the individual...It is their time, and not yours. You listen and let them do the talking
- Create powerful goals that challenge your teams but that they thrive on and buy into!

Make work fun and stimulating!!

Employees engage with employers and brands when they’re treated as humans worthy of respect.”

Meghan M. Biro