

Methodological tool: Develop a performance improvement plan

Number of methodological Tool	EUPA_LO_150_M_001
Work Area Code and Title	WA 16: Self-Management, Supervision, Management and Leadership
Unit Code and Title	5.2 Exercise management in unpredictable situations and develop evaluation criteria in order to review and develop performance of others
Learning Outcome Number and Title	LO150: : Demonstrate ability to agree team performance targets to contribute to meeting strategic objectives, mentor and coach teams to reach their targets, and evaluate performance
Objective of the methodological tool	After the completion of this activity, participants will be able to: <ol style="list-style-type: none"> 1. Measure current performance using different tools 2. Select the appropriate tool taking into consideration criteria such as the current performance levels of individuals, whether conflict is apparent etc 3. Evaluate a team performance plan to meet organisational objective
Approximate Time needed for the completion of this exercise	30 min.
Individual or group exercise	<input checked="" type="checkbox"/> Individual <input type="checkbox"/> Group
Type of methodological tool	<input checked="" type="checkbox"/> Written exercise <input type="checkbox"/> Group exercise <input type="checkbox"/> Video analysis <input type="checkbox"/> Simulation <input type="checkbox"/> Multiple choice <input type="checkbox"/> Group exercise with cards <input type="checkbox"/> Exercise using ICT <input type="checkbox"/> Role play <input type="checkbox"/> Group discussion <input type="checkbox"/> Case study <input type="checkbox"/> Creative Group Work
Description of the exercise/Procedure	Ask learners to choose a tool from those presented in class, in order to develop a performance plan for their organisation, or in case they are currently unemployed, for a hypothetical organisation. They will have to be able to describe the products or services and to justify on their choice of a tool/model. The tools included in the PPT are: <ol style="list-style-type: none"> 1. Balanced Scorecard

	<ol style="list-style-type: none">2. Business Process Re-engineering3. EFQM Excellence Model4. Kai-zen Blitz5. Six sigma Also, ask them to name their KPIs
Exercise is accompanied by	N/A
Exercise solution	N/A
Other comments to the trainer	N/A

