

Course outline

Disability-Smart Performance Management



About this course

This training module is designed to provide People Managers with the knowledge and skills to support disabled colleagues and manage performance throughout the employee life cycle. The course content will present managers with the opportunity to reflect on current practice and determine ways in which to improve engagement, performance and workplace culture within their teams.

This workshop addresses performance and conduct management issues through practical learning activities and the exploration of case studies and based on real life cases.

Learning Aims

At the end of this training course delegates will:

- Understand disability and the legal requirements to support disabled employees
- Learn how to spot changes in an employee's performance and/or behaviours that may be disability related.
- Be able to identify barriers and make reasonable workplace adjustments for employees with various visible and non-visible impairments and health conditions
- Learn how to identify and remove barriers to performance
- Learn how to apply best practice in adjusting performance expectations in order to avoid disadvantaging staff
- Learn best practice methods in having sensitive conversations with employees about disability and health conditions
- Understand key considerations for reviewing and recording adjustments
- Know where to go for further information and support

Further details:

Please note: The timings and costings below are for face-to-face classroom delivery. Prices and workshop length will vary if delivered virtually

Recommended learning audience:

- People Managers
- Team Leaders
- Supervisors

The workshop will run for 3.5 hours and will include breaks

Cost: £850 for Members £1000 for Non-members
