**MANAGING AGILE ORGANISATIONS AND PEOPLE**

**Learning Outcome 3: ACTIVITY 9**

**SMALL GROUP ACTIVITY**

## **Managing performance**

Working individually: If you were to delegate a task to the ‘Poor Performer’ how do you go about doing it? What do you say – how do you explain to them what it was you want them to do and what the end result should be? Make a list of your responses and the approach you take - make sure it’s honest.

Repeat this exercise again only this time for the ‘Outstanding Performer’ and list your responses in the same way as before.

|  |  |
| --- | --- |
| Poor Performer | Outstanding Performer |
|  |  |

In your group compare your responses. In what ways do you treate poor and high performers the same or differently? What imapct do you think this has?