

## **Topic #134 : Performance Is an Ongoing Conversation**

### **REPORT FORMAT:**

1. Abstract
2. Introduction
  - a. Motivation : how a leader can make the performance of each of the team members better by solving the issue a person is facing.
  - b. Problem statement: The person may not be able to work properly due to several issues, leaders must address their issues and try to improve their performance.
  - c. Objectives: The case study's main objectives are to examine the performance of people in the team, address their issues to improve their performance.
3. Methods:
  - a. How to approach the problem of the team member?
  - b. What are the different approaches that can be followed to improve the performance?
4. Results
5. Conclusion
6. References

### **Abstract:**

The case study delves into effective leadership strategies for addressing workplace performance challenges when an individual falls short of expectations, even with realistic goals and ongoing dialogues. It scrutinises the individual's behaviour, categorising it into event-based and systemic behaviour. Event-based behaviour, stemming from personal challenges like family issues or illness, necessitates empathetic one-on-one discussions. The leader explores ways to facilitate improvement and supports the team member through such challenges. Systemic behaviour, where underperformance persists, requires comprehensive strategies such as lightweight goal setting, training, mentorship, and adjustments to team dynamics.

**Introduction:**

In the ever-evolving workplace, effective leadership becomes pivotal when individuals confront performance challenges, even in the face of realistic goals and continuous dialogue.

**Methods:**

Address the issues the team members are facing and what can be done to improve their performance. Use strategic methods like One-on-One Discussions, Time Off and Leaves, Lightweight Goal Setting, HR Involvement and Timely Intervention.

**Results:**

The problems that are being faced by the leaders and how to overcome them also what were the main issues the members were facing and how it was overcome to improve the performance.

**Conclusion****References:**

1. <https://www.sciencedirect.com/science/article/pii/S1048984323000462>