

Performance Management



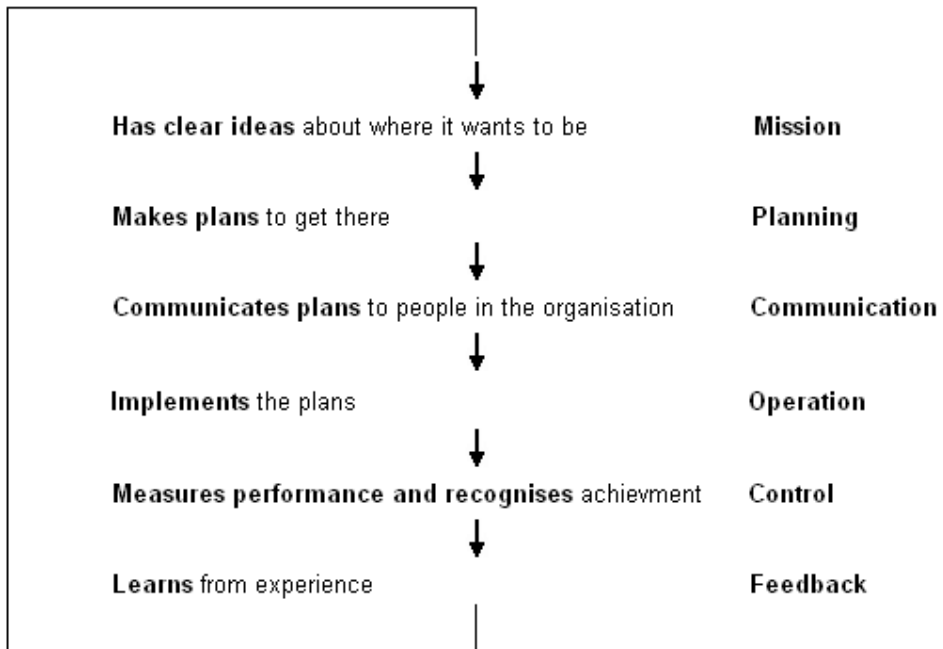
THE MANOR CONSULTING GROUP
Business & Marketing Consultants - Training Specialists

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What is Performance Management?

Performance Management is a process which provides a clear and integrated link between the corporate objectives of the organisation and jobs and people. It is people and not systems orientated and involves people managing themselves, to achieve their individual objectives, within the framework below:

It ensures that the organisation:



Your organisation may have a similar system but is it working and how flexible is it?

How Can We Help You?

We can help you to understand the process of Performance Management, to implement it and to manage it in total. Alternatively, we can assist you with individual elements of the process.

We do this in two ways:

A. Consultancy

Our initial approach is to:

Carry out a Performance Management audit of your organisation



Help you to understand the process



Identify and integrate the elements already in place



Help you to design additional elements



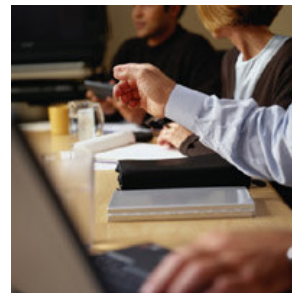
Help you to implement the process

B. Training and Development

As training specialists, we provide two approaches to developing the knowledge and skills required to manage an effective Performance Management process.

Performance Management Workshops

This approach involves working with your managers to develop your own Performance Management process. Each element of the process is discussed and then applied, in a practical way, to the needs of your organisation.



Development Programmes

There are a number of key skills required when implementing Performance Management. These include planning, communication and managing people and other resources. We design and deliver the development programmes necessary to give your staff the ability to implement an effective Performance Management process.

What Do Our Clients Say?

- "Useful for everyone required to give appraisals"
- "It gives the structure and focus for the year ahead which will benefit the employer and the employee"

We have helped clients in a number of sectors. They include:

Abercrombie & Kent	London Borough of Sutton
Anglian Water	Manx Electricity Authority
Antec International	Marine Harvest
Bath City Council	Merial Animal Health
Bayer UK	Mid Kent Water
BNFL	Milk Marque
Booker Agribusiness	Molnlycke Health Care Products
Booker Cash and Carry	Molnlycke Tissue
Boots The Chemists	Mouchel & Partners
Bournemouth and West Hampshire Water	National Veterinary Supplies
British Film Institute	North Somerset Council
British Arab Commercial Bank	Norwood
Bristol Water	Pedigree Masterfoods
Cargill	Petsafe
Carless Refining and Marketing	Rank Organisation
Central Midlands Co-operative Association	Rhone Merieux
CITB	Rhone Poulenc
Clarke Willmott & Clarke	Rohm & Hass
Countryside Agency	RNID
CWS	Royal Agricultural College Business School
Designers Guild	Schering Plough
Du Pont	Somerset County Council
Eastern Electricity	South Somerset District Council
Gehe Pharmaceuticals	South West Water
Gloucester County Council	Span Training & Development
Groundwork UK	SWEB
Hammersmith and West London College	The Chartered Institute of Marketing
Hampshire County Council	The Chartered Management Institute
Health Development Agency	The Prince's Trust
Hubbard ISA	Tilhill Forestry
Hughes Allen Chartered Accountants	Tom Barron
Hyder	Trouw UK
Hyder Water	UCAS
Isle of Man Government	Virbac
Isle of Man Post Office	Watts & Partners
Legal and General	Wealden District Council
Lincolnshire County Council	Wessex Water
Lloyds Bank	West Wiltshire District Council
London Borough of Hillingdon	

Why Use The Manor Consulting Group?

There are 6 reasons:

- **Objectivity**
We are totally objective as we have experience of many different types of industry and organisation.
- **Personal Approach**
The consultant who handles your initial enquiry will manage the assignment to its completion. This ensures that their accumulated knowledge of your organisation facilitates a cost-effective approach to achieving your objectives.
- **Practical Solutions**
We provide practical solutions which are easy for you to implement.
- **On-going Development**
We are committed to providing support and counselling in order to help you implement our recommendations.
- **Quality Control**
We operate a quality control system which helps to ensure that you secure a return on your investment in our professional services.
- **Ownership**
We encourage your full involvement and commitment, which ensures that you retain ownership of the assignment, by augmenting and not duplicating your own resources.

The Manor Consulting Group is a registered practice of the Institute of Management Consultancy.

It is also retained by the Chartered Management Institute and The Chartered Institute of Marketing to present a number of development programmes.

It is also accredited as an ILM Management Centre and can offer academically recognised management qualifications at a number of levels.

Your Next Step

When you wish to discuss your current challenges and opportunities, please contact one of our partners. He will arrange a confidential meeting with you without commitment.

Partners' Biographies:



John Bailey BSc (Hons) MIMC MCIM MCFI

John Bailey gained his business experience at senior level in both the manufacturing and distribution sectors. He has considerable expertise in helping organisations to add value to their products and services. He specialises in management development. He holds an Honours Degree and is a Member of the Institute of Management Consultancy, of The Chartered Institute of Marketing and of The Chartered Management Institute.



John Pritchard DipM FIMC MCFI

John Pritchard's career has embraced business development, marketing management, general management and consultancy. He has a wide experience of presenting management and other development programmes and of helping organisations to achieve their objectives. His experience has been gained in the UK, Africa, West Germany and other parts of Europe. He holds The Diploma in Marketing, is a Fellow of The Institute of Management Consultancy and is a Member of The Chartered Management Institute.

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