



The Institute of Organisational Psychology  
is proud to host:

# Creating a Performance Culture

presented by:

**Dr Gene Johnson**

**Wellington 9 April & Christchurch 10 April 2018,  
9.00am - 4.30pm**



The New Zealand  
Psychological Society

*Te Rōpū Mātai Hinengaro o Aotearoa*

Performance Management (PM) is changing; some employers have eliminated performance ratings and others are eager to follow suit.... yet are at risk of simply tinkering with the mechanics and achieving no lasting positive change. Smart workplaces will instead take a strategic perspective of their PM systems and consider how to build a high performance culture. This one-day workshop will help you understand your organisation's PM focus and how to create a high-performance culture.

## **Workshop objectives:**

- Understand the underlying value and psychology of PM through goal setting, feedback, and rewards
- Clarity on your organisation's PM intent, followed by greater alignment between business and PM strategies
- Greater sense of the supporting role of PM mechanics like ratings and documentation ... not the driving role
- How to generate meaningful, real-time performance conversations between managers and staff
- Link PM with decisions like talent identification, promotions, pay rises, and bonuses
- Create a high-performance culture where feedback is offered openly, constructively, and voluntarily in all directions, all the time
- Delegates leave with an outline on how to revisit their PM systems back at work

Data from the Working Matters survey on PM trends in the UK and elsewhere will be shared, as well as detailed case studies from firms such as Deloitte, Pfizer, Kelly Services, Gap, Cargill, Medtronic, and Accenture.

## **Who Should Attend?**

Middle to senior-level HR professionals looking to re-examine and redesign their PM processes to support a performance culture.

## **About the presenter**



Dr Gene Johnson is a chartered psychologist and HCPC registered occupational psychologist with over 25 years' experience in the corporate, consultancy, government and academic sectors. He previously worked as a lecturer at the University of Auckland, teaching organisational psychology and HR. He also worked as Dell's EMEA Director of Talent Management, in interim roles as Global Director, within Leadership Development at Getinge Group and was the International Director of Talent & Development for Rackspace Hosting. He is currently Managing Director at Working Matters Ltd, Brighton, United Kingdom.



## Venues

Wellington: Mercure Abel Tasman Hotel, 169 Willis Street

Christchurch: YMCA, 12 Hereford Street

Online registration available here: <http://www.psychology.org.nz/pd-events/nzpps-events/#cid=884&wid=301>

Morning tea: 10.30am - 11.00am

Lunch: 12.30 - 1.30pm

Afternoon tea: 3.00 - 3.30pm

### REGISTRATION & TAX INVOICE

Name .....

City.....

E-Mail .....

Phone .....

Wellington - 9 April

Christchurch - 10 April

Booking Conditions: Places confirmed only upon receipt of registration and full payment. If your employer is paying for your registration please ensure your payment is referenced with your surname.

Cancellation: Up to 14 working days before event – refund less 20% administration fee. Less than 14 working days before event – no refund but named substitutes will be accepted if the Society is notified.

The NZPsS reserves the right to cancel the workshop, with not less than 10 days notice, should there be insufficient registrations.

I accept the booking conditions

Signed .....

Date .....

Once payment for your registration has been processed you will receive a confirmation letter. If you do not receive a letter within two weeks of registering please contact the Professional Development Coordinator:

[pd@psychology.org.nz](mailto:pd@psychology.org.nz)

register online (see link above) or scan and email completed form to: [pd@psychology.org.nz](mailto:pd@psychology.org.nz) or post to PO Box 25271, Featherston St, Wellington 6146

### PAYMENT

All prices are GST Inclusive

GST Number 42-486-864

NZPsS Member	\$250.00
Non Member	\$350.00
NZPsS Student*	\$150.00

\* Students need to be enrolled in the Post-graduate Diploma programme

Cost (incl. GST) covers:

- teas and lunch
- workshop materials

I have special dietary requirements (please specify).....

Payment method: Please tick one box

Cheque payable to: NZ Psychological Society

Direct Credit Payment to:

New Zealand Psychological Society

BNZ, 02-0560-0262471-000

Payment reference .....

Credit Card Payments: MasterCard or Visa only.

Card Number:

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Cardholder Name .....

Expiry Date: ...../.....