



Team Manager Assessment Centre Presentation

Candidate Instructions

This exercise has been designed to allow you to show how you approach managing others and in particular performance..

Brief

Performance Management is defined as a continuous process which involves making sure the performance of colleagues contributes to the success in achieving the goals of their teams and the business.

Performance Management is an extremely important part of the Team Manager role.

Drawing on your past experiences in personal performance conversations, knowledge or any previous experience in leading others we'd like you to create a 10 minute presentation on how you would approach managing the performance of colleagues once in a Team Manager role.

Please outline what you believe are the most suitable and effective ways to approach performance management in the three colleague situations below. You should consider your approach; its impact on the Individual colleague and the overall team.

- Continuing underperformance of a colleague
- Average performers within the team
- High performers in a team

Please ensure your presentation also includes the following:

- What your approach would be in each situation
- What challenges you might face and how you could overcome them
- What support or development you will need (resources / expertise)
- The impact on the team and how you would manage any impact

Timings

You'll have some time on the day to prepare beforehand but we'd like you consider and prepare your presentation before you come to the assessment day.

On the day you'll have:

10 minutes = Time to present your thoughts and ideas

10 minutes = Q&A opportunity for assessors and yourself

Tools

You may use any available tools to help you create your presentation with the exception of laptops, smartphones or other electronic devices.

Any printing **MUST** be done before the assessment centre.

Notes