

PREPARED FOR

Manas – Center for Mental Wellness & Counselling

Compassionate Performance Management

Drive Results Without Destroying Wellbeing

Presented by Dr. Priya Dubey Sharma

Manas – Center for Mental Wellness & Counselling

UDYAM-MP-10-0120839



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Programme Overview

Traditional performance appraisals often foster anxiety rather than motivation, hindering genuine growth. This programme equips leaders with evidence-based psychological strategies to build a performance management system that nurtures employee potential and fosters a positive work environment.

Learning Objectives

- ✓ Understand the core psychological principles that drive motivation and performance, and learn how to leverage these insights to create a more engaging work experience for your teams.
- ✓ Identify the common sources of appraisal-related anxiety and learn practical techniques to redesign evaluation processes that promote fairness and reduce stress.
- ✓ Master the art of delivering constructive feedback that fosters development and strengthens relationships, rather than causing defensiveness or demotivation.
- ✓ Develop effective and compassionate strategies for addressing underperformance, ensuring dignity and support for employees while upholding organizational standards.
- ✓ Learn to cultivate a continuous feedback culture that encourages open communication, regular check-ins, and ongoing learning, moving beyond the limitations of annual reviews.
- ✓ Integrate psychological intelligence into your leadership approach to build trust, enhance team cohesion, and achieve sustained high performance.

WHO SHOULD ATTEND

This programme is designed for managers, HR professionals, and senior leaders who are responsible for performance management and wish to create a more supportive and effective system.

Programme Content

1. The Psychology of Performance

Performance is deeply intertwined with our psychological states, influenced by intrinsic motivation, perceived autonomy, and a sense of competence. Understanding these foundational elements helps leaders move beyond simple task completion to fostering genuine engagement and commitment. This session explores how creating an environment that supports these psychological needs can unlock higher levels of productivity and job satisfaction. We will discuss how to recognize and nurture these drivers within your teams, leading to more sustainable high performance.

 **Activity: Group Discussion: Sharing personal experiences of what motivates them at work.**

2. Appraisal Anxiety: Identifying Harm and Redesigning Processes

The traditional appraisal process often triggers fear of judgment and negative evaluation, leading to anxiety that undermines its intended purpose. This session delves into the psychological reasons behind appraisal anxiety and its detrimental effects on employee morale and productivity. We will explore how to proactively identify these harmful patterns in your current system and introduce evidence-based strategies for redesigning appraisals to be fair, transparent, and supportive, focusing on growth rather than solely evaluation.

 **Activity: Case Study Analysis: Evaluating a hypothetical appraisal scenario and proposing improvements.**

3. Feedback That Develops Rather Than Damages

Effective feedback is a cornerstone of professional growth, yet it is often delivered in ways that lead to defensiveness and demotivation. This section focuses on the psychology of feedback, exploring how to frame comments constructively and deliver them empathetically to ensure they are received as opportunities for learning. We will equip you with techniques to provide specific, actionable, and balanced feedback that builds confidence and encourages positive behavioral change, strengthening your relationships with team members.

 **Activity: Role-Playing: Practicing delivering constructive feedback in various scenarios.**

4. Managing Underperformance with Dignity

Addressing underperformance is a sensitive yet crucial leadership responsibility that requires both firmness and compassion. This session provides a psychologically informed framework for managing situations where performance falls short, emphasizing dignity and support throughout the process. We will cover strategies for early identification, clear communication of expectations, and providing resources for improvement, ensuring that employees feel respected and are given a fair chance to succeed.

 **Activity: Small Group Exercise: Developing a supportive plan for an underperforming team member.**

5. Building a Continuous Feedback Culture

Moving beyond the limitations of periodic appraisals, a continuous feedback culture fosters ongoing dialogue, learning, and adaptation. This session explores the psychological benefits of regular, informal feedback, such as increased trust, agility, and employee engagement. We will provide practical tools and techniques for embedding continuous feedback into daily interactions, making it a natural and valuable part of your team's workflow.

 **Activity: Brainstorming Session: Generating ideas for integrating continuous feedback into daily work.**

6. Integrating Psychological Intelligence into Leadership

Psychological intelligence in leadership involves understanding and managing one's own emotions and recognizing and influencing the emotions of others. This final section synthesizes the programme's learnings, demonstrating how to consistently apply these principles to enhance overall team performance and well-being. By fostering a psychologically safe and supportive environment, leaders can build stronger, more resilient, and highly effective teams that thrive in dynamic work settings.

 **Activity: Personal Reflection: Creating a personal action plan for applying learned concepts.**



Action Plan

Concrete steps for implementation.

Action	Owner	Timeline	Notes
Communicate the importance of psychologically intelligent performance management to all managers and HR.	HR/Manager	Week 1	Share programme overview and key benefits to gain buy-in.
Review and revise current performance appraisal templates and guidelines to incorporate principles of reduced anxiety and developmental focus.	HR	Month 1	Involve a small group of managers in the review process.
Schedule initial training sessions for managers on delivering constructive feedback and managing underperformance.	Manager	Week 2	Prioritize foundational feedback skills for immediate impact.
Launch a pilot program for continuous feedback mechanisms within specific teams or departments.	HR	Month 1	Select diverse teams to gather varied feedback.
Develop resources and workshops focused on building psychological safety within teams.	HR/Manager	Month 2	Create easily accessible guides and interactive session plans.
Establish metrics to track the impact of revised performance management practices on employee engagement and productivity.	Leadership	Quarter 1	Define baseline metrics before implementation begins.

About Manas



Dr. Priya Dubey Sharma

Founder & Consulting Psychologist | Applied, Organizational & Behavioural Psychologist | PhD | 18+ Years

Dr. Priya Dubey Sharma brings 18+ years of applied psychology to corporate wellness. She has worked with SBI, educational institutions, and corporate teams across India. Her evidence-based approach combines CBT, mindfulness, and culturally contextualised psychology for measurable outcomes. She is the creator of the Performance FOMO Index™ and the High-Functioning Distress Framework™.

Manas – Center for Mental Wellness & Counselling

A MSME-registered organisation dedicated to evidence-based mental wellness.

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Website

manas365.com



Corporate Enquiries

manu@manas365.com



WhatsApp

[+91 99818 13224](https://wa.me/919981813224)



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Disclaimer: This document has been prepared by Dr. Priya Dubey Sharma – Founder & Consulting Psychologist (Applied, Organizational & Behavioural Psychologist, PhD, 18+ years), Manas – Center for Mental Wellness & Counselling (UDYAM-MP-10-0120839). Content is for programme overview and educational purposes only. Nothing herein constitutes legal advice regarding POSH Act compliance – organisations should consult qualified legal counsel for specific legal guidance. For clinical or psychological support, please reach out to the Manas Team for personalised guidance, or consult a qualified Psychiatrist or licensed mental health professional. © 2026 Manas – Center for Mental Wellness & Counselling. All rights reserved. Confidential – prepared specifically for the named organisation. For queries: manu@manas365.com | +91 99818 13224