

# The SPICE Framework: Managing Performance

The SPICE Framework Managing Performance programmes are delivered within easily accessible workshop environments. Each one addresses the hard challenges associated with the impact, quality and performance

## Organisational & Job Performance

**Duration:** 1 day  
**ILM Mapping:** Level 5  
**What will be Gained:** This practical workshop will give hands on experience of SPICEmetrics at work enabling busy managers to track and develop performance, connecting strategic decision-making to individual coaching and talent development.



## Decision Management

**Duration:** 1 day or two half days  
**ILM Mapping:** Level 5  
**What is to be Gained:** This workshop enables senior leaders and managers measure the impact of decision-making applying SPICEmetrics. The Decision Management resources are directly applicable to individual, team and organisational performance and connect to talent development and succession planning.



## Measuring and Managing Innovation

**Duration:** 2 day  
**ILM Mapping:** Level 5  
**What is to be Gained:** In this two day, work-shop-based environment, SPICEmetrics are used to support organisations in developing Innovation Systems that actively promote managed, sustainable innovation.



## Managing Balanced Decisions

**Duration:** 1 day  
**ILM Mapping:** Level 5  
**What is to be Gained:** This workshop based programme is designed for those making decisions in complex, changing and uncertain times. It provides resources to support decision-making that build value within the life of organisations.



## About the SPICE Framework

The SPICE Framework is a practical, resource with three purposes:

1. Organisational development
2. Decision-making & problem solving
3. Consistent talent development & performance management

## The SPICE Framework Simple - Accessible - Clear

Based on five simple elements & unique graphics, the SPICE Framework is designed to be applied consistently from the most junior colleague to the CEO.

## The SPICE Framework Robust - Incisive - Accurate

SPICE Framework stands up to scrutiny as intellectually robust generating, incisive and accurate results that directly impact on performance.

## The SPICE Framework Development Programmes

Within practical, work-related workshops supported by on-line and video-based resources programme themes include:

- Sustainable Innovation
- Managing Performance
- Strategy & Decision-Making
- Developing Talent & Building Value
- Core Training Programmes

## Find Out More?

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