

5-day Interactive Training Course

Organisational Performance Management

Strategic Alignment with Organisational Goals

19 Aug - 23 Aug 2024	London - UK	US\$ 5,950
25 Nov - 29 Nov 2024	Dubai - UAE	US\$ 4,950
16 Jun - 20 Jun 2025	Riyadh - KSA	US\$ 4,950
18 Aug - 22 Aug 2025	London - UK	US\$ 5,950



Organisational Performance Management

Strategic Alignment with Organisational Goals



About the Course

This 5-day interactive Organisational Performance Management training course will equip professionals with skills and strategies for optimising performance within modern organisational contexts. Delegates will learn about frameworks and methodologies that underpin successful performance management initiatives. From exploring sophisticated performance measurement metrics and key performance indicators (KPIs) to mastering the art of goal setting and performance planning strategies, it will provide practical insights into aligning individual performance with organisational objectives. Delegates will also know the performance evaluation and appraisal techniques, ensuring fair and accurate assessments that drive employee development and organisational growth.

Moreover, it will focus on performance improvement strategies and interventions, equipping delegates with the tools to diagnose performance issues, implement targeted improvement plans, and foster a supportive environment for employee growth. Leadership's role in driving performance excellence and creating a performance-driven culture will also be emphasized, highlighting the critical link between effective leadership practices and organisational success. Delegates will prepare to navigate complexities in performance management, leverage data-driven insights for decision-making, and contribute strategically to their organisation's performance enhancement initiatives.

This training program will help delegates gain the knowledge, skills, and confidence needed to lead performance management efforts effectively and drive sustainable business outcomes to refine existing practices or initiate transformative changes. It will empower them to elevate performance management to new heights within their organisation.

Core Objectives

The delegates will achieve the following objectives:

- Understand the fundamentals of performance management and its importance in achieving organisational objectives
- Explore frameworks and methodologies in performance management
- Master the design and implementation of effective performance management systems
- Learn to align individual and team performance with organisational goals and objectives
- Develop skills in setting clear and measurable performance goals and objectives
- Gain proficiency in performance measurement metrics and key performance indicators (KPIs)
- Enhance capabilities in conducting fair and effective performance evaluations and appraisals
- Acquire strategies for providing constructive feedback and coaching to enhance performance
- Explore techniques for identifying and addressing performance issues and challenges
- Understand the role of leadership in fostering a culture of high performance and continuous improvement

Training Approach

This training course is designed to be highly interactive, engaging, and practical. Delegates will experience a blend of theoretical learning and hands-on application through various methodologies. Interactive lectures led by experienced facilitators will provide foundational knowledge and insights into performance management concepts, frameworks, and best practices. Case studies and real-world scenarios will be analysed to illustrate how these concepts are applied in different organisational contexts, enhancing delegates' ability to translate theory into practice.

Furthermore, it will incorporate group discussions and workshops where delegates can exchange ideas, share experiences, and collaborate on solving performance management challenges. Role-playing exercises will simulate real-life scenarios, allowing delegates to practice performance evaluation, feedback delivery, and performance improvement techniques in a safe and supportive environment. Throughout the training program, there will be opportunities for reflection and self-assessment to encourage delegates to apply what they have learned to their specific organisational contexts.

It also includes Q&A sessions to provide deeper insights and address delegates' specific queries and concerns. Employing these diverse and interactive training methodologies aims to cater to different learning styles, promote active participation, and ensure that delegates gain practical skills and knowledge that can be immediately applied to enhance organisational performance.

The Attendees

This training course is designed for professionals across various industries who are responsible for enhancing organisational performance through effective performance management practices, whether they are an HR manager seeking to refine performance evaluation processes, a talent acquisition specialist interested in aligning performance metrics with recruitment strategies, or a team leader aiming to improve team productivity through better performance planning.

Likewise, it will be valuable to the professionals but not limited to the following:

- HR Directors
- Human Resources Managers
- Talent Acquisition Specialists
- Learning and Development Managers
- Performance Management Analysts
- Organisational Development Professionals
- Operations Managers
- Team Leaders and Supervisors
- Senior Executives and Business Leaders
- Anyone involved in designing, implementing, or overseeing performance management systems within their organisation

DAILY DISCUSSION

DAY ONE

PERFORMANCE MANAGEMENT FRAMEWORKS AND SYSTEMS

- Performance Management Frameworks
- Integrated Performance Management Systems
- Performance Metrics and Key Performance Indicators (KPIs)
- Aligning Performance Metrics with Strategic Objectives
- Continuous Improvement in Performance Measurement
- Feedback Mechanisms
- Performance Calibration and Normalisation
- Managing Performance Across Different Teams and Departments
- Legal and Ethical Considerations in Performance Management
- Challenges in Implementing Performance Management Systems

DAY TWO

PERFORMANCE PLANNING AND GOAL SETTING STRATEGIES

- Goal Setting Techniques
- SMART Goals Revisited: Enhancing Specificity and Measurability
- Cascade Goal Setting: Linking Organisational Goals with Individual Goals
- Stretch Goals and Performance Challenges
- Aligning Individual Goals with Organisational Strategy
- Dynamic Goal Adjustment in Agile Environments
- Setting Behavioral and Development Goals
- Performance Planning for Remote and Distributed Teams
- Managing Goal Setting Complexity
- Performance Planning in Matrix Organisations

DAY THREE

PERFORMANCE EVALUATION AND APPRAISAL TECHNIQUES

- Performance Evaluation Methods
- Competency-Based Assessments
- Behavioral Anchored Rating Scales (BARS)
- Objective vs Subjective Performance Evaluation
- Evaluating Team and Cross-functional Performance
- Performance Reviews in High-Performance Cultures
- 360-Degree Feedback Implementation
- Evaluating Leadership and Managerial Performance
- Handling Performance Bias and Calibration Sessions
- Performance Data Analysis and Insights

DAY FOUR

PERFORMANCE IMPROVEMENT STRATEGIES AND INTERVENTIONS

- Diagnosing Performance Issues: Root Cause Analysis
- Developing Performance Improvement Plans (PIPs)
- Coaching and Mentoring for Performance Enhancement
- Behavioral Change Interventions
- Performance Counseling Techniques
- Supporting Underperforming Employees
- Implementing Performance Improvement Initiatives
- Measuring the Effectiveness of Performance Interventions
- Feedback Mechanisms in Performance Improvement
- Ethical Considerations in Performance Improvement

DAY FIVE

PERFORMANCE LEADERSHIP AND ORGANISATIONAL IMPACT

- Leadership's Role in Driving Performance Excellence
- Creating a Performance-driven Culture
- Aligning Leadership Styles with Performance Management
- Cascading Performance Expectations Throughout the Organisation
- Performance Management and Employee Engagement
- Impact of Performance Management on Organisational Success
- Performance Management and Talent Retention
- Strategic Workforce Planning and Performance Management
- Performance Management and Organisational Learning
- Measuring ROI of Performance Management Initiatives



THE CERTIFICATE

XCalibre Training Centre Certificate of Completion will be provided to delegates who attended and completed the training course.