

€ TRAINING

Performance Management



16 - 20 December 2024
Geneva (Switzerland)



Performance Management

REF: H1303 DATE: 16 - 20 December 2024 Venue: Geneva (Switzerland) - Fee: 5940 Euro

Introduction:

This training program delves into advanced strategies and contemporary approaches in performance management, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective performance management practices and drive organizational success.

Program Objectives:

By the end of this program, participants will be able to:

- Understand the principles and practices of performance management.
- Develop strategies for setting and evaluating performance metrics.
- Implement effective solutions for continuous feedback and coaching.
- Utilize best practices for aligning performance with organizational goals.
- Analyze and adapt to changes in performance management trends.

Targeted Audience:

- HR Managers.
- Performance Management Specialists.
- Organizational Development Professionals.
- Senior Executives.
- Team Leaders and Supervisors.

Program Outline:

Unit 1:

Fundamentals of Performance Management:

- Understanding performance management principles.
- The role of performance management in organizational success.
- Key components of an effective performance management system.

- Benefits of a robust performance management process.
- Common challenges and how to overcome them.

Unit 2:

Setting and Evaluating Performance Metrics:

- Techniques for setting clear and measurable performance metrics.
- Aligning individual goals with organizational objectives.
- Methods for evaluating performance metrics.
- The importance of continuous feedback and performance reviews.
- Tools and frameworks for performance evaluation.

Unit 3:

Continuous Feedback and Coaching:

- The role of feedback in performance improvement.
- Best practices for providing constructive feedback.
- Techniques for effective coaching and mentoring.
- Creating a culture of continuous feedback.
- Case studies on successful feedback and coaching practices.

Unit 4:

Aligning Performance with Organizational Goals:

- Strategies for aligning performance management with business objectives.
- The role of leadership in driving performance alignment.
- Communicating performance expectations to employees.
- Using performance data to inform strategic decisions.
- Examples of successful alignment initiatives.

Unit 5:

Trends and Innovations in Performance Management:

- Exploring emerging trends in performance management.
- The impact of technology on performance management practices.
- Adapting to changes in performance management approaches.
- Future directions in performance management.
- Preparing for the evolving landscape of performance management.