

€ TRAINING

Certified Performance Management
Professional CPMP

A group of four smiling business professionals (three men and one woman) are seated at a table in a meeting room. They are all wearing white shirts. The woman in the foreground is wearing a black top and a multi-strand necklace. The background is a bright, modern office environment.

6 - 10 October 2024
Dubai (UAE)



Certified Performance Management Professional CPMP

REF: H1819 DATE: 6 - 10 October 2024 Venue: Dubai (UAE) - Fee: 4400 Euro

Introduction:

This program is designed to prepare participants for the certification exam only.

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:

- Design and implement effective performance management systems.
- Utilize data-driven approaches for performance evaluation.
- Develop strategies to enhance employee performance and productivity.
- Integrate continuous feedback mechanisms into performance management.
- Align performance management practices with organizational goals.
- Prepare for the certification exam.

Targeted Audience:

- HR Managers.
- Performance Management Specialists.
- HR Consultants.
- Organizational Development Professionals.
- Senior HR Executives.

Program Outline:

Unit 1:

Foundations of Performance Management:

- Understanding the basics of performance management.

- The role of performance management in organizational success.
- Key components of a performance management system.
- Setting clear and measurable performance objectives.
- Legal and ethical considerations in performance management.

Unit 2:

Designing Performance Management Systems:

- Steps to design an effective performance management system.
- Integrating organizational goals with individual performance.
- Utilizing technology in performance management.
- Customizing performance management systems to fit organizational needs.
- Case studies of successful performance management systems.

Unit 3:

Performance Appraisal Techniques:

- Methods of performance appraisal.
- Conducting effective performance reviews.
- Utilizing self-assessments and peer reviews.
- Addressing common challenges in performance appraisal.
- Providing constructive feedback to employees.

Unit 4:

Continuous Performance Improvement:

- Implementing continuous feedback mechanisms.
- Encouraging a culture of continuous improvement.
- Identifying and addressing performance gaps.
- Leveraging data analytics for performance improvement.
- Best practices for ongoing performance coaching.



Unit 5:

Aligning Performance with Organizational Goals:

- Aligning individual performance with strategic objectives.
- Using performance data to inform business decisions.
- Enhancing employee engagement through aligned performance goals.
- Developing performance improvement plans.
- Monitoring and adjusting performance strategies as needed.
- Prepare for the certification exam.

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