



Enhancing
Organizational And
Individual Performance
Management System



#### Overview:

If there is one thing of significant value to of all employees irrespective of their function or level, it would be the need to manage self as well as subordinate's performance. This Programme would deal with the design and implementation of successful performance management systems. Though performance management is an ongoing and cyclical process, for instructive purposes, the Programme has a linear structure.

A performance management system (PMS), designed by factoring the business need, cultural aspects and organizational context implemented effectively can drive organization performance by aligning different units and linking the individual goals to organizational objectives. Also, the key to having an effective PMS is not only the design of system but effective implementation. The Programme is intended to address both the design and implementation issues from both a HR and senior line manager's perspective.

### **Participants Profile:**

- Middle and Senior level line managers
- Human Resource Managers

### **Objectives:**

This workshop will focus on what we, as key stakeholders in the process can do to create a value proposition for PMS in the organization. This will give insights on how we can make Performance Management a shared process in the organization that enables business and excites people. Specifically, the Programme will help participants to

- Determine how Performance Management is integral to organizational effectiveness
- Understand the steps and key features of effective performance management process

#### Coverage:

Topics covered include:

- Process of linking Performance Management
   Systems (PMS) with an organization's strategic
   plan
- Defining performance and choosing a measurement approach
- Gathering Performance information and deciding on assessment system including alternatives to Bell curve
- Performance Execution including diagnosing performance gaps and performance coaching.
- Creating linkages between PMS and other HR processes.
- How to create business ownership for the PMS

## Pedagogy:

Mix of lectures, case discussions, mini-projects, videos.

#### **Facilitator:**



Prof T. N. Krishnan Indian Institute of Management Kozhikode, Kerala

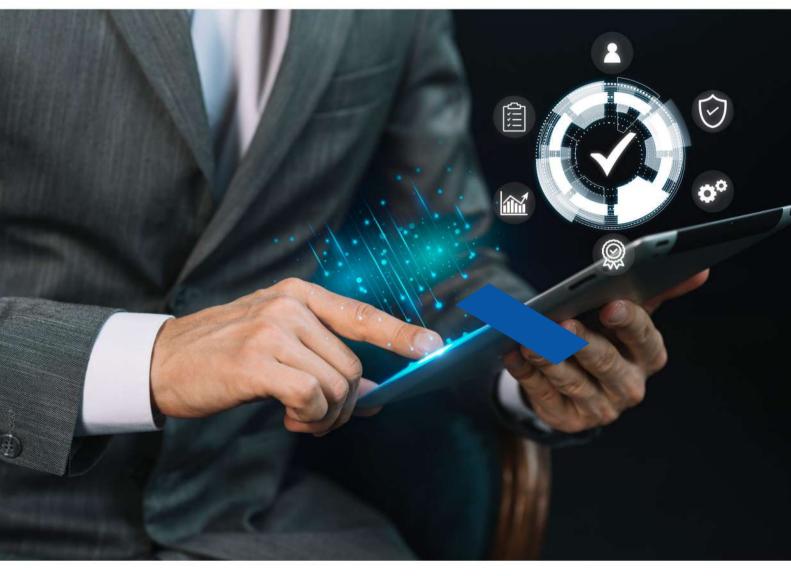
### **Programme Fee:**

Rs. 50000 (Residential), Rs. 40000 (Non-Residential) + GST @ 18%





# भारतीय प्रबंध संस्थान कोषिक्कोड **Indian Institute of Management Kozhikode** Globalizing Indian Thought



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