



भारतीय प्रबंध संस्थान कोषिकोड

Indian Institute of Management Kozhikode

Globalizing Indian Thought

Enhancing Organizational and Individual Performance Management System

August 11-13, 2025

Overview:

If there is one thing of significant value to 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

Professor, Organizational
Behaviour and Human
Resources

Cancellation Policy:

Joining instructions will be sent to the selected candidates 10 days prior to the start of the programme. Kindly do not make your travel plans unless you receive the confirmation email from IIM Kozhikode. If the programme is cancelled, the participants or the sponsoring organization will have the option to either get the fee paid by them adjusted against any other future management development programme(s) of the Institute or get a refund. IIM Kozhikode will not be liable for any other expenses incurred by the organization or the participant. Also the transaction fee will not be refunded.

Programme Fee:

Rs. 60,000 (Residential),
Rs. 50,000 (Non-Residential).
GST @ 18%





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Management Development Programme

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