Performance Based Competency Mapping

“Develop Competency Maps & Frameworks, Drive Change and Build a Dynamic Organization”

Do you have a keen eye on developing, deriving and measuring staff performance?

Managing the performance of your workforce is the most important and difficult task you face in your job. Do you have the skills and information it takes to excel? Most managers don't.

More than just performance appraisal training, this program provides a comprehensive performance management plan that builds concrete skills, gets at the heart of performance issues, and helps managers produce real change.

This valuable program will provide participants with experience in employee performance management discussions and how to conduct effective performance goal setting, feedback, review and appraisals.

Key Learning Outcomes:

- Understand how to set useful performance objectives and standards to plan effective performance management
- Understand the role of employees, supervisors, and managers in performance management
- Understand the key steps of effective performance management process
- Understand how to carry out performance review effectively
- Align individual objectives with key organizational goals
- Develop the skills of your employees in essential competency areas
- Processes and the skills of effective coaching
- Resolving challenging employee performance and attitude problems
- Approaches for recognizing individual and work-group accomplishments
- Develop competency mapping in your organization
- Develop performance appraisal system to give effective feedback to employees
- Implement performance management system in your organization effectively
Program Contents:

- The overall performance management framework and process
- Understanding performance objectives and performance standards
- The key steps in performance management process
- Understanding the reasons for performance gaps
- Performance Review Systems
- Performance Analysis & Improvement
- The Balanced Scorecard
- IT driven Performance Management
- Competency Frameworks & Maps
- Improving employee performance and work habits
- Discussing and negotiating performance goals, objectives and standards
- Appraising and discussing satisfactory and unsatisfactory performance
- How to diagnose the most difficult or elusive performance problems
- How to set smart and smarter performance objectives
- Observing, Documenting and Measuring
- Review, Providing feedback and Documenting
- Recognizing, Rewarding and Developing
- Preparation for performance discussion and the steps for effective performance discussion
- The relationship of performance management and other people management issues
- Time-tested strategies that consistently turn difficult situations around
- How to consistently achieve results with each employee
- How specific phrases, words, and tones can make a dramatic difference in performance results
- How "Targeted Delegation" maximizes performance, and produces "star" employees

Methodology:

- Interactive Power Point Presentation
- Role Play and Group Discussion
- Case Study
- Lecture, Exercises, Experience Sharing and Review

Who Should Attend this Program?

Target Audience:

- HR professionals working in performance management areas
- Professionals in the learning & development function of the organization
- HR practitioners and Senior Managers with People Management Responsibilities

Ideal group size: 10 -15 participants

Venue: For your convenience, you can choose to conduct this program at your business premises Alternatively, we can provide training venue at a small additional cost

Duration: 2 day program

Cost: Price on request

For more information on this training program, please contact: Ms.Priyanka on + 91- 9730443253

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Or visit our website today

www.acelearnquest.com