



T.V. RAO LEARNING SYSTEMS, AHMEDABAD
Announces

Programme on
**Revisiting Performance
Appraisal And Management
Systems (PA&MS)**

March 24, 2007

Mumbai (Non
Residential)

For:
SBU Heads,
Senior Line
Managers, HR
Managers, etc.

Facilitators:

V.Ammineedu
T.V.Rao

10 SUCCESSFUL YEARS IN CONSULTING

Celebrating a decade of learning & contributions

ABOUT TVRLS

Set up in 1996 by Prof. T.V.Rao in Ahmedabad, TVRLS is an expression of over four decades of experience, study, review, reflection and action combined with a desire to discover more about the behaviour of people in different settings and developing ways of making them give their best. Over the last decade, TVRLS has been contributing extensively in the areas of Leadership Development through 360 Degree Feedback, Assessment Development Centers, Competency Mapping, HRD audits, performance management system (PMS), Psychological Instrumentation and Testing, OD and Change Initiatives, Climate Surveys & Designing and Implementing HR Systems, etc.

REVISITING PERFORMANCE APPRAISAL AND MANAGEMENT SYSTEMS (PA&MS)

Performance Appraisal and Management Systems have a lot of potential for organizational improvements. They can be excellent tools to facilitate learning, provide inputs for strategic thinking and enhance the enabling competencies of individuals, teams and dyads. In the past corporations have spent enormous amounts of their energy attempting to bring objectivity in appraisals and have been largely unsuccessful across the world. In their "eagerness to enhance objectivity" they have overlooked the potential of this wonderful tool to achieve many more useful goals for the corporation.

This thought provoking programme provides you inputs to look at your PA&MS in a different way.

Rediscover the Power of Performance Appraisal and Management Systems:

- Today, more and more organizations are facing a shortage of middle and top level executives throughout the world. Have you ever seen the PA&MS potential in developing Leadership competencies?
- Today, we increasingly understand the phenomenon of Knowledge Explosion and some companies have reoriented themselves to deal with it. Have you ever saw the possibility of using PA&MS as a source of learning for seniors from their juniors than vice versa?

- Have you seen them as information gathering tools for policy decisions at the top?
- Have you seen them as investment opportunities for interested individuals to enhance their internal stock value in their own organizations?

To make use of such vast potential of PA&MS you need to change your outlook towards PA&MS.

This programme attempts to present some points to developing such outlook among your employees.

- Rating- less appraisals,
- 360 degree feedback sessions,
- Team appraisals,
- Performance planning exercises, etc.

are the means to achieve the full power of PA&MS.

CONTENT:

- i) Performance Appraisals and Management Systems (objectives and components)
- ii) Performance Planning
- iii) Performance Analysis as an OD intervention
- iv) Rating-less Appraisal as Alternatives
- v) Team Appraisals and Team Rewards
- vi) 360 Degree Feedback and PMS
- vii) Designing and Implementing Performance Management Systems in PSUs
- viii) World Class PMS

Other Programmes Planned:

*Programme on ADC-cum-Self Renewal for HR Managers Feb.15-17 2007 – Ahmedabad (non-residential)

*Certificate Course on Competency Mapping(6th Batch – commencing 15th April)

*Certificate course on Designing and Implementing Assessment and Development Centers (2nd Batch)- May-June

*Workshop on Psychometric Testing: A Tool Kit for HR Professionals (4 days Bangalore-April-May)

FACULTY:

Mr.V. Ammineedu (currently Senior Consultant with TVRLS and former Director-HR at BEL), and Prof.T.V. Rao, currently Chairman, TVRLS.

COURSE FEE:

Rs.9,000/ plus 12.24% service tax (i.e. total Rs.10.102/) per nominee. Payment to be sent in advance by DD/Par Cheque favouring T.V. Rao Learning Systems Pvt. Ltd. Ahmedabad.

VENUE/PROGRAMME TIMINGS:

HOTEL ORCHID, Mumbai. 9.30 a.m.to 6 p.m.

For registration and nomination, write to:

MDP Coordinator, TVRLS

603, PARSHWA, Judges Bungalow Road

Ahmedabad 380 015 (Gujarat)

Ph:079-26870312/26872718/Telefax:26870687

Emails: tvrls@tvrao.com/tvraoadi@sancharnet.in

Web:www.tvrls.com

CLOSING DATE FOR REGISTRATION:

March 12, 2007



Nomination Form
**Programme on Revisiting Performance Appraisal and
Management Systems PA&MS)**
March 24, 2007- Mumbai (Non Residential)

Name: _____

Designation: _____

Name of your Organization: _____

Address for communication: _____

City: _____ Country: _____ Pin code: _____

E-mail: _____ Fax: _____

Phone: (O) _____ (R) _____

Completed Nomination Form may be sent to:

MDP Coordinator, TVRLS
603, 6th floor, Parshwa, Sarkhej-Gandhinagar Highway,
Judges Bungalow Road, Ahmedabad- 380015

Along with Programme Fees.

DD payable in favour of "TVRLS Pvt. Ltd. Ahmedabad"

(Last date for nominations: March 12, 2007)



T. V. Rao Learning Systems Private Limited

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E-mail: tvroad1@sancharnet.in • URL: www.tvrls.com www.hrdaudit.com

15th January 2007

Dear Sir/Madam:

Due to continued overwhelming response and requests for our Certificate Course in Competency Mapping, we are announcing the Sixth batch of this programme, to begin from April 15, 2007. Copy of brochure is enclosed, which gives more details on this programme.

We are offering a new one day non-residential Programme on *Revisiting Performance Appraisal and Management Systems (PA&MS)* at Mumbai, on April 24, 2007. This programme is meant for SBU Heads, Senior Line Managers, HR Managers etc. Enclosed brochure gives the salient features of this programme.

We would be happy to receive nomination/s from your organization for the above two programmes.

We will also be shortly announcing the second batch of our Certificate programme in Designing and Implementing Assessment and Development Centers , to commence during second half of May 2007.

Thanking you,

Yours faithfully,

S. Santhanam
MDP Coordinator

Encls: