



TVRLS

T. V. RAO LEARNING SYSTEMS PVT. LTD.

Announces

Advanced Learning Program in
“Performance Management System”

July-September 2017

A Powerful Business Management Tool for Enhanced
Role Clarity, Accountability and Effectiveness

22nd SUCCESSFUL YEAR IN CONSULTING

Celebrating over a decade of learning & contributions

Program
Commences-
July 3rd, 2017

Contact
Workshop
August 16th –
18th,
2017

Bangalore
(Non-residential)

PERFORMANCE MANAGEMENT SYSTEM (PMS)-THE KEY TO ENHANCED PRODUCTIVITY

An employee is expected to spend around 166-200 hours a month working for an organization. If the person's cost to the company is Rs. 4, 00,000 annually, his/her per hour cost would be Rs.200 and normally (s)he is expected to deliver an output at least 3 to 10 times his/her cost to the company. This means that the opportunity cost of the employee ranges from Rs.600 to Rs.2,000 an hour. It is clear from this illustration that an organization can derive great benefit if there is a system that helps individuals effectively use her/his time and deliver the desired output expected from her/him. This can be achieved by implementing Performance Management System (PMS) in a systematic and disciplined way. A well implemented PMS is critical for the success of a manager to achieve high team performance and optimize team productivity.

Implemented well, a PMS not only provides role clarity, optimizes resource utilization but also integrates the individual goals to the organization goals, finally leading to business excellence. It also serves as a process to evaluate employee performance, develop the organizations human capital and meet an individual's growth and development needs.

Given the above, PMS is the heart of any "people management" process in organizations and it is an essential development tool in an organization. The 5th Advanced Learning Program in Performance Management Systems, is being offered by TVRLS, to provide HR and Line managers an opportunity to revisit their PMS and explore ways to make it more effective, keeping the role of an appraiser as well as an appraisee in mind.

4 KEY PROGRAM OBJECTIVES

1. To provide conceptual inputs and an application oriented perspective of Performance Management Systems
2. To help participants understand the components of the Performance Management System and its impact on business, managerial and organizational effectiveness
3. To equip participants to conduct Performance Analysis and Performance Review Discussion (PRD's)
4. To understand the linkage of Performance Management, Strategic HR & Integrated HR Systems like Competency based appraisal, 360 Degree Appraisal, pay for Performance and other trends in this area.

The overall objective is to train the participant on his or her role as an appraiser/Facilitator to the PMS implementation in their organization. For this TVRLS will also provide Participants with a Video CD to assist them in facilitating internal sessions.

THIS PROGRAM IS IDEALLY SUITED FOR:

- Line Managers
- OD Practitioners
- HRD Professionals
- HRD Managers and others from the internal OD/ Training/ Employee Engagement/ Talent Management Teams.

This program has been specially designed for participants from a non-consulting background and hence do not have access to this knowledge .

CONTENTS OF THE LEARNING PROGRAM

Module I: Introduction to PMS and Performance Planning

- I. Globalization and changing paradigms of Performance
- II. Introduction to Performance Management Systems
- III. Components of PMS and the Performance Equation
- IV. Performance Planning: Role clarity, Identifying KPAs and Goal Setting

Module II: Analysis and Review of Performance

- I. Performance analysis
- II. Performance Review Discussion and Coaching
- III. Designing and implementing Performance Management Systems
- IV. Performance Management: Input for successful Execution & Leadership

Module III: PMS for better effectiveness in organizations

- I. Linkage of PMS with Pay for Performance
- II. PMS and other HR Subsystems
- III. PMS and Multi-rater feedback systems
- IV. PMS across the world and best practices sharing

KEY TAKE AWAYS

Skills Development

- Identifying KPAs /KRAS (Performance Planning and Goal setting)
- Self Appraisal and Performance Analysis
- Conducting Performance Review Discussions (PRDs)
- Identifying Development needs

Knowledge

- Meaning of Performance
- Measurement of Performance
- Performance Indicators
- PMS and its Objectives
- KPAs and KRAS
- SMART Goal setting
- Performance Analysis
- Performance Equation
- Using PMS for Organization, Team and Career Development
- Identifying Development Needs

LEARNING METHODS:

- Reading Material
- Assignments and exercises for each module
- Watching and Learning through videos
- Special workbook on PMS, to be given during the Workshop
- Experience Sharing by faculty during the 3-Day contact workshop
- Guest sessions and industry experiences on PMS implementation

INVESTMENTS

Investment	Amount
1. Program fees per participant for the 3-Month certificate program	Rs. 45,000/-
2. GST @ 18%	Rs. 8,100/-
TOTAL	Rs. 53,100/-

The fees will be accepted through Demand Draft/Par cheque only in favor of "T.V. Rao Learning Systems Pvt. Ltd.", payable at Bangalore.

The participation fees for international participants would be US \$ 1500/-

NOMINATIONS MAY BE SENT TO

T.V Rao Learning Systems Pvt.Ltd
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Bangalore – 560078
Phone: 080-65975191, 26494919
E-mail: tvrlsblr@gmail.com URL: www.tvrls.com

LAST DATE FOR SENDING IN NOMINATIONS: 15 days before the contact workshop

TVRLS AND PMS:

Prof. T.V.Rao and Dr. Udai Pareek had evolved the basis for a development oriented appraisal system at Larsen & Tubro Limited in 1974. Since then, a lot of work has been done in designing and implementing Performance Management Systems in various organizations. Research on PMS includes exploring many facets of Performance Management, how it works and extends to encompass individuals, dyads and teams. The key focus was on how organizations can enhance performance by building competency, commitment and support.

TVRLS has facilitated PMS implementation for many leading organizations like Bharat Electronics Limited (BEL), Volvo, SAIL, L&T, LIC, Tata Tele Services, Yokogawa Blue Star, Linc Software, MRPL, Flextronics, Siemens, IBS Software Services-Trivandrum etc. Along with its Advanced Learning Programs on PMS, TVRLS has also conducted 'Train the Trainer' workshops on PMS to assist HR and Line Managers facilitate PMS in their respective organizations.

ASSESSMENT AND CERTIFICATION

Certificate of professional competence in "Performance Management System" will be awarded to the participants on fulfillment of the following criteria:

- Attending the 3-day contact workshop
- Submission of all the assignments given as a part of the 3 modules
- Submission of Project work
- Marks of 60% or above in the written examination conducted on day 3 of the contact workshop. The examination structure would be largely objective.

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.