

## PROGRAM OBJECTIVES

This Certificate Program aims to help participants gain clarity on the right way to implement PMS in the organisation and leverage it as an effective management tool.

It has been designed keeping the dual roles of a manager in mind-as a performer, as a manager and as a facilitator of PMS implementation in the organization.

It aims to:

1. Provide conceptual inputs and an application oriented perspective of Performance Management Systems
2. Help participants understand the components of the Performance Management System and its impact on business, managerial and organizational effectiveness
3. Equip participants with the know how of conducting Performance Analysis and Performance Review Discussion (PRDs)
4. Help participants appreciate the linkage of Performance Management with strategic HR & Integrated HR Systems like Competency based appraisal, 360 Degree Appraisal, pay for Performance and other trends in this area.

## THIS PROGRAM HAS BEEN SPECIALLY DESIGNED FOR

Line Managers or HR Professionals who are keen to strengthen the PMS implementation in their own organisation and facilitate the PMS process internally.

Start Up Founders and partners who are looking at establishing a performance culture in their organisations.

Participants who are from a non-consulting background and do not have access to in-depth knowledge of assessment will benefit from this program

# STRATEGIC PERFORMANCE MANAGEMENT SYSTEM

## A CERTIFICATE PROGRAM BY TVRLS

BATCH 7: 27-28 MAY, 2020

### A POWERFUL BUSINESS MANAGEMENT TOOL FOR ENHANCED ROLE CLARITY, ACCOUNTABILITY AND EFFECTIVENESS

PMS is at the heart of 'People Management' and it is an essential development tool in an organization. PMS is critical for the success of a manager to achieve high team performance and optimize team productivity.

Implemented well, it 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. This program provides 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.

### TO JOIN THIS PROGRAM, PLEASE REACH OUT TO:

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## PROGRAM STRUCTURE

3 modules covered in the 2-Day Strategic PMS workshop followed by 4 teleclasses:

### **Module 1:** Introduction to PMS & Performance Planning

- Globalization and changing paradigms of Performance
- Introduction to PMS & its Components,
- Performance Planning: Role clarity, Identifying KPAs and Goal Setting

### **Module 2:** Analysis and Review of Performance

- Performance Planning, PRDs and Coaching
- Designing and implementing PMS
- Assessment of Competencies and Identification of Individual Development Plans
- Use of 360 Degree Feedback in competency assessment

### **Module 3:** PMS for better effectiveness in organizations

- Linkage of PMS with Pay for Performance, HR Subsystems, Multi-rater feedback systems
- PMS across the world and best practices sharing

## CERTIFICATION

Certificate of professional competence will be awarded upon fulfillment of the following criteria:

- Attending the 2-day contact workshop @ Bangalore and 4 teleclasses subsequently
- Completion of a written exam on day 2 of the workshop
- Submission of the Project work

## INVESTMENTS

- Rs 60,000 per participant (Non-residential) + GST 18% or as applicable. This includes all course materials, 2-day contact workshop, 4 teleclasses, assessment & certification.
- The fees can be paid either through a NEFT transfer, Demand Draft or cheque drawn in favor of T.V. Rao Learning Systems Pvt. Ltd. payable at Bangalore
- The course fee for International participants is US\$ 1800