



**TVRLS**

Talent Management & Organisation  
Development

# STRATEGIC PERFORMANCE MANAGEMENT SYSTEMS



## A Certificate Program by TVRLS

Weekend Virtual Program.

Batch 12 commences on June 06, 2026

# About the Program

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 with the organization's goals, finally leading to business excellence

This Certificate Program aims to equip professionals who have a role to play in building competency-based organizations and competency-based Human Resource Management.

## Certification

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

1

### Attending all the 6 Virtual Classrooms

Each class is of 4 hours and will be conducted over a Zoom Platform

2

### Completion of a written exam

Administered during the last Classroom Zoom session

3

### Submission of the Project work

A practical project demonstrating competency mapping application

## INVESTMENTS

- INR 50,000 per participant + 18% GST
- The course fee for International participants is US\$ 900

## PROGRAM DATES

Virtual Classroom (Zoom)

June 6, 7, 13, 14, 20 & 21

Saturday: 09.00 am to 01.00 pm (4 hours)

Sunday: 09.00 am to 12.00 PM (3 hours)

# Program Objectives

This Certificate Program has been designed to help participants gain clarity on the right way to implement PMS in the organization 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.

**1** Provide conceptual inputs and an application-oriented perspective of Performance Management Systems

**2** Help participants understand the components of a Performance Management System and its impact on business, managerial and organisational effectiveness

**3** Equip participants with the know-how of conducting Performance Analysis and Performance Review Discussion (PRDs)

**4** Implementing Performance Management Systems during uncertain times.

**5** 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.

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

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

# Program Structure

3 modules covered across 6 Virtual Classes conducted over 3 weekends

## MODULE 1

### Introduction to PMS & Performance Planning

- PMS in today's context of uncertainty
- 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 organisations

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

## PROGRAM MATERIAL

- Performance Management Skills Workbook
- Articles on PMS
- Slide Decks used in Workshop
- Taking a psychometric exercise, 'Personal Effectiveness Scale', to experience its use in conducting Performance Review Discussions.

# The TVRLS Advantage

- 1** Pioneer in the Country in 360 Degree Feedback & ADCs
- 2** Value-based solutions, which are business-driven and derived from organisational experiences.
- 3** Research-driven approach. Only Consulting Firm with its own publications, manuals and books focused on knowledge and learning. (HRD Audit, PMS and 360 Degree, etc.)
- 4** Passionate team of consultants from reputable institutes, IIMA, XLRI, NMIMS, with diverse backgrounds: Engineering, Marketing, Psychology and HR
- 5** Extensive experience of having worked with a variety of organizations including leading business houses in the country
- 6** Trademarked methodologies & Instruments (Psychometric Instruments, RSDQ Model of Leadership, HRD Audit 2500™ Scorecard, RSBCM method for Competency Mapping)

# Other Programs by TVRLS

## Certificate Programs

1. Competency Mapping and its effective deployment
2. Designing & Implementing Assessment Development Centres
3. Psychometric Testing
4. HRD Audit 2500™ Points
5. Designing and Developing Effective Training Programs

## Workshops

1. Competency-Based Interviewing with focus on BEI
2. Creating Individual Development Plans
3. Culture Building
4. Self-Discovery
5. Introduction to Coaching
6. Effective Mentoring
7. Design Thinking
8. Psychology Applied to Work Life
9. Working with Gen Z

Celebrating **30** Years of Consulting in the areas of 360 Degree Feedback System, Assessment Development Centres, Performance Management System, Competency Mapping, HRD Audit & Scorecard and other customised management development programs

**Contact Us At**

**tvrls@tvrao.com or Call us at 91-9741814473**

**Register**