

Workshop On PERFORMANCE MANAGEMENT SYSTEM

A foolproof method to align your employees
with the organization's vision and strategy



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Workshop Details

Duration

2 Days

Dates

6th & 7th February

Timing

9:30 A.M. to 5:30

Venue

Jaypee Vasant Continental,
Vasant Vihar,
New Delhi

Who should attend

All Practicing HR professionals,
HR Heads, Managers,
Students of Human Recourse Management

For Registration

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About the Workshop

Performance Management System is a mystery. Every organisation has one but not every organisation is able to get the desired performance out of its people. The test of an effective PMS is it should help management get the desired performance out of their people and help the employees derive the desired growth and exposure out of the organisation.

Performance Management is the essence of managing, and the primary "vehicle" for getting the desired results through employees at all levels in the organisation.

In the absence of such a system, staff members are unclear as to the employer's expectations regarding performance objectives and standards/targets, leading to low productivity, costly mistakes, stress, de-motivation, and conflict.



About the Workshop

A sound Performance Management Process/System subscribes to the crucial Principle: "What gets measured gets done"
The days of having a "one-set-of-measures-fits-all" Performance Management System are long gone and inherently flawed.

Performance objectives and measures need to be specific to job categories and individual roles. They should also clearly link to Organizational Strategic Goals.

Vriksh Performance Management System training helps managers learn how to design & implement a PMS that ensures a proper balance in the types of measures (based on four perspectives of the business) used at corporate level, and cascaded down to the lowest position. This ensures vertical and horizontal alignment and integration of the key performance measures throughout the organisation to ensure optimal productivity and bottom-line results.



Workshop Objective

Helps participants understand how to:

- Provide clarity in objectives, roles and goals for each position clearly
- Set up performance parameters designed to align individual performance with the vision, mission & strategy of the Organisation
- Communicate the performance parameters to all with clarity – eliminate confusion
- Provide clarity in terms of career path within the Organisation
- Define competencies required for each position
- Provide fair & equal opportunity to all for learning & growth within the Organisation
- Create complete transparency in Performance evaluation
- Ensure consensus among bosses and subordinates regarding the performance rating
- Motivate people to identify negatives, take corrective measures and go for higher performance



Workshop Topics

Day 1

Performance alignment

- Understanding organisation strategy & goals
- Identifying key functions & processes
- Planning / validating the organogram
- Mapping the career path

Performance planning

- Position profiling
- Job description & role objectives
- Performance parameters (KRAs & KPIs)
- Competency profiling
- Competency development plan
- Competency measures

Day 2

Performance management

- Performance observation
- Performance measurement
- Performance recording
- Performance feedback
- Managing the performance environment

Performance rewards

- Performance grading
- Linking actual performance to rewards / remuneration to reinforce excellence



Faculty

Shubhashish Bhattacharya

MBA from Faculty of Management Studies, Delhi University, Shubhashish has worked in the field of sales and marketing for over 14 years in India and USA. He has worked in senior marketing positions with organizations like Harris Corporation Farinon Division, AKG (E) I Pvt. Ltd. and Methodex Infres Limited with a highly successful track record. In addition to marketing responsibilities, he has also conducted behavioral & sales training and facilitation programmes in various organisations he has worked in. Today he has established himself as a competent behavioral trainer all over India. Besides training, his strength also lies in conceptualizing, planning and implementing strategies. For the last 9 years he has been focusing on People development (frontline as well as senior management) through in-house training and facilitation programmes. He has successfully handled people development assignments at organizations like Maruti Udyog, Hero Honda, National Panasonic, LG Electronics, Concorde Motors, RPG group, Xansa India, CSC India, Shriram Pistons, etc.



Fees and Registration

Two Days Workshops

Actual Fee = Rs. 10,500/-

+

Service Tax@12.36%,

Payable amount = **Rs. 11, 798/-** per participant.

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Participants can avail special discount on registration fees

1. Early Bird Entry – 5% Off on actual fee + taxes
2. Organisations sending two nominations – 5% off on total actual + taxes
3. Organisations sending 3 or more nominations – 10% off on total actual + taxes

(All rates includes Lunch, Tea - Coffee and Reading material)

The fee is payable by cheque in favor of
'Vriksh Consulting Pvt. Ltd.'
(mailing address given on next page)

(The workshop is non residential)

Our Service Tax Registration No. is **AAACV5426GST001** & Pan
Number: **AAA-CV5426G**

*Students must submit a copy of their college ID card along with the
registration form



Fees and Registration

Kindly send the completed registration form along with the cheque in favor of '**Vriksh Consulting Pvt. Ltd**', before the last date* to :

Vriksh Consulting Pvt. Ltd.
J 1925, GF,
Chittaranjan Park
New Delhi - 110019

For any queries regarding the workshop, please call :

Susmita 09868177032
Sohini 09810621227
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Website: www.vrikshconsulting.com

*Last date to send nominations 25th Jan'09
Registration on first-come-first-serve basis.

Disclaimer

The company reserves the right to change venue, contents, dates and speakers.

The service tax on fee will be applicable based on the latest Government notification in force on workshops dates.

