



Performance Management Programme: A Comprehensive Guide

Course Duration: up to 5 Days Customisable to group sizes and intensity

PURPOSE

This customisable program is designed to be flexible and adaptable, ensuring it fits seamlessly into your team's schedules. We can customize it for specific groups, targeting unique performance management strategies and policies.

Performance management is a vital, ongoing journey that brings organizations, managers, and employees together to plan, monitor, and review strategic objectives. This collaboration is key to driving sustainable success and growth. By integrating performance management into all aspects of planning and reviewing, we enhance the impact on your strategic goals.

Let's transform performance management into a proactive, developmental process that supports growth, rather than just a system of recognition or punishment. Embrace it as a cornerstone of your organization's success.

MODULES for up to a 5-day programme –modularised according to organisational needs and focus areas – upon special enquiry:

1. Building a capable organisation - Solidifying Strategic Objectives, Policy development and operational processes
 2. Determine, identify, and strategically align mutually acceptable performance objectives, goals, KPA's and Indicator development.
 3. Obtaining Commitment and building a developmental culture through PMS Cascading – The OD alignment
 4. Monitoring & Evaluation of Performance Management– Organisational and Individual
 5. Plan and Conduct Performance Management Feedback
 6. Review, Refinement and Remedial Actions – Transformation management and Strategy review
 7. Review Performance against continuous improvement processes, Talent Management and Succession Planning
- Case Study considerations

OUTCOMES

- ✓ PERFORMANCE MANAGEMENT STRATEGIES AND ALIGNMENT – ORGANISATIONAL TO INDIVIDUAL
- ✓ DEVELOPING A PERFORMANCE CULTURE – TRANSFORMATION AND ATTITUDINAL DYNAMICS
- ✓ PERFORMANCE MANAGEMENT POLICIES, SYSTEMS AND STRATEGIC / OPERATIONAL -FUNCTIONAL NEEDS
- ✓ KEY ELEMENTS OF THE PERFORMANCE MANAGEMENT PROCESS - APPROACHES
 - ✓ POLICY DEVELOPMENT
 - ✓ TOOLS AND METHODS
 - ✓ RISK MANAGEMENT
 - ✓ SCORECARD DEVELOPMENT, ALIGNMENTS, & IMPLEMENTATION
 - ✓ REWARD & RECOGNITION ASPECTS
- ✓ OPERATIONAL PLANNING & IMPLEMENTATION
- ✓ FEEDBACK LOOPS; REVIEW & RELATIONSHIP TO TALENT MANAGEMENT AND SUSTAINABLE SUCCESSION PLANNING

WHO SHOULD ATTEND?

All organisational Executives, Leaders, Managers and employees; who are involved in navigating the need for Performance Management strategy and implementation. It can be targeted at all and any particular level; for those who wish to transform, adopt and adapt, to a culture of implementing, aligning and managing sustainable Human Performance improvement in an organisation.

SPECIALIST FACILITATOR, CONTENT ADVISOR, AND ACTIVITY DESIGNER - DONALD HJUL

Specialist Facilitator and Professional OD Consultant who has over 40 years of joint experience in the Private, Public and NPO sectors across international boundaries and within many sectors and industries.

He leverages his extensive management and leadership experience—from intern to executive level—to consistently create impactful, practical, and experience-driven programs for clients focusing on the three M's: Mindset, Mechanics, and Motivation.

Our passion, is to empower individuals and organizations to achieve continuous and transformative human performance improvement, throughout the Human Capital Management landscape

Contact Us
 Donald Hjul +27 82 556 4704
hjuldonald@gmail.com
www.hjuldonald.com