



Managing Performance - Effectively & Efficiently

Course Duration: 3 to 5 Days...dependent on target audience & size of group

PURPOSE

This workshop will enable you to understanding linkages between strategy, operations and performance management essentials.

It is designed to assist you in understanding the key principles of alignment, resourcing, sourcing of data and the development of KPA's, KPI's and TID's. Through strategically aligned metrics, we guide you to develop the ability to organise and manage individuals and teams; to identify and solve problems as well as collect, analyse, organise and evaluate information from reliable sources.

MODULES:

MODULE 1 : SETTING GOALS AND OBJECTIVES

- UNDERSTAND SIGNIFICANCE OF GOAL SETTING AND STRATEGY ALIGNMENT – POLICY DEVELOPMENT
- GENERATION OF GOAL STATEMENTS THROUGH PARTICIPATION

MODULE 2 : PLAN, ORGANISE AND ALLOCATE

- INTERPRETING STRATEGIC OBJECTIVES INTO FUNCTIONAL OPERATIONS
- PERFORMANCE MANAGEMENT SYSTEMS– KEY PRINCIPLES
- SCORECARD DEVELOPMENT
- KPA's, KPI's, TID's, DATA SOURCING AND RESOURCING

MODULE 3 : ASSESS STANDARDS & REVIEW PERFORMANCE

- GENERATING PERFORMANCE STANDARDS
- WRITING PERFORMANCE STANDARDS
- MEASURING PERFORMANCE STANDARDS & REVIEW PERFORMANCE including REWARD AND RECONGITION

OUTCOMES

- ✓ Grasping the importance of setting goals and objectives
- ✓ Critically discuss and rate examples of strategic objective statements
- ✓ Reformulate provided objective statements
- ✓ Formulate objectives for your own work unit - alignment
- ✓ Align resourcing with departmental plans
- ✓ Plan and schedule activities & resources . Organise activities and resources
- ✓ Manage interpersonal team processes to achieve required outputs. List a variety of relevant behaviours
- ✓ Demonstrate an understanding of the process of generating performance standards, KPA's, KPI's and TID's
- ✓ Compilation of minimum standards, objectives & performance indicators
- ✓ Development of Evidence sources and portfolios. Apply principles of quality outcomes and deliverables.
- ✓ Understand and apply performance measuring guidelines. Monitoring and Evaluation guidelines
- ✓ Review performance effectively – 180 & 360 degree approaches. Rewards and Recognition Principles

WHO SHOULD ATTEND?

All organisational Executives, Leaders, Managers and employees; who are involved in navigating the need for Performance Management strategy and implementation.

Attend the best available course that makes good employees better...bringing key issues to light and enhancing self-management, and an understanding of diverse human interactions.

Dealing with the issues facing ALL of us today

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

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