

People and Performance Management

(Plan & Achieve)
INP-PDV-4049-1.1

You will learn the knowledge and skill to establish and implement performance management and remuneration strategies in the organisation to drive business results

Competency Element

Develop and implement team plans to meet business objectives, which includes managing team performance to achieve business results and rewarding team performance

Knowledge

At the end of the workshop, participants will know about:

- Organisational policies and procedures relating to development of team plans, identification and management of risks, remuneration and performance management
- Legal and ethical considerations relating to performance management
- Professional or industry codes of practice and standards relating to remuneration and performance management
- Theories and concepts on performance management and incentives
- Market trends and developments related to remuneration and performance management

Abilities

At the end of the workshop, participants will be able to:

- Work with team leaders to develop team plans in accordance to expected performance

- Identify, request and allocate resources required for teams to implement the team plans
- Identify the success criteria to evaluate team performance
- Provide regular feedback to team leaders to maintain awareness of expected and actual performance to make improvement
- Manage and reward team leader performance in accordance with organisational policies and procedures to achieve expected performance
- Support team leaders to manage issues relating to employee performance to achieve team results
- Identify and monitor potential risks of strategic impact to business objectives to develop mitigation strategies
- Analyse data on team performance to prepare recommendations to enhance future activities and performance of the team
- Consult stakeholders to obtain inputs and garner support on team plans
- Assess emotional states of team leaders and respond appropriately to emotional cues when managing performance across teams to ensure individual needs are addressed

Intended Audience

Participants interested in Leadership and People Management workshops; participants of organisational Talent Development / Retention Program / New Manager Program and professionals interested in personal development.

Methodology

This workshop will be conducted with a good blend of lecture, interaction, case studies, experience sharing and SSG assessments.

Duration: 2 days