

THE POWER OF PERFORMANCE MANAGEMENT

“Driving Accountability, Growth, and Results Through Effective Performance Systems”

Schedule

| Date | Venue | Fees (Online) |
|-------------|-----------------------|----------------------|
| 10 Feb 2026 | Online (Live Virtual) | USD 450 per delegate |
| 26 Mar 2026 | Online (Live Virtual) | USD 450 per delegate |

Introduction

Performance management is far more than an annual review—it is a continuous process that aligns individual effort with organizational goals, encourages growth, and drives accountability. When executed well, it builds engagement, sharpens focus, and cultivates a high-performance culture.

This 1-day online training introduces participants to modern performance management strategies that are people-focused, data-informed, and results-driven. Participants will learn to set meaningful goals, provide impactful feedback, and support ongoing development in a hybrid or in-person work environment.

Objectives

By the end of this course, participants will be able to:

- Understand the full cycle of effective performance management
- Set clear, measurable, and aligned goals for individuals and teams
- Conduct fair, motivating, and development-focused performance discussions
- Address underperformance constructively and with confidence
- Build a culture of accountability, coaching, and continuous improvement

Why Attend

- Learn how to go beyond compliance to true performance engagement
- Equip yourself to give and receive feedback that drives growth
- Handle difficult performance conversations with empathy and clarity
- Create greater alignment between personal goals and business objectives
- Support both high performers and those needing development

Target Audience

This program is designed for:

- Team leaders, managers, and supervisors
- HR professionals and business partners
- Project leaders and performance reviewers
- Anyone responsible for managing or evaluating people performance

Individual Benefits

Key competencies that will be developed include:

- Goal-setting and alignment
- Coaching and performance feedback
- Recognition and motivation techniques
- Performance issue identification and resolution
- Growth-focused dialogue and documentation

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Stronger alignment of individual performance with strategy
- Increased employee engagement and accountability
- Improved feedback culture and management consistency
- Reduced risk of talent loss due to poor communication or unclear expectations
- Enhanced performance data to support talent decisions

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings - Performance frameworks, modern trends, and manager tools
- Mini Case Studies - Successes and failures in real performance systems
- Workshops - SMART goal setting, review simulations, and feedback planning
- Peer Exchange - Common challenges and peer coaching
- Tools - Performance review templates, feedback guides, and goal-setting worksheets

Course Outline

Delivery Format: Online (Live) | Platform: Zoom, WebEx or Microsoft Teams **Training Hours: 07:30 AM - 03:30 PM Coffee**

Breaks: 09:30 & 11:15 | Lunch Break: 01:00 - 02:00

- **Module 1: Performance Management Essentials (07:30 - 09:30)** • From annual reviews to performance ecosystems • Key elements of an effective performance management cycle • Aligning performance with values and strategy
- **Module 2: Goal Setting and Alignment (09:45 - 11:15)** • Writing meaningful, measurable goals • Cascading objectives from strategy to individual roles • Using KPIs, OKRs, and check-ins
- **Module 3: Coaching and Performance Conversations (11:30 - 01:00)** • Delivering balanced, behavior-focused feedback • Active listening, empathy, and employee motivation • Tools for coaching and recognition
- **Module 4: Final Workshop - Managing Difficult Performance Issues (02:00 - 03:30)** • Conducting difficult conversations with clarity and support • Documenting performance issues fairly • Creating action plans for improvement

Certification

Participants will receive a Certificate of Completion in The Power of Performance Management, confirming their ability to implement and sustain effective performance practices that strengthen accountability, engagement, and results.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
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Interested in running this course for your team?

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