

PERFORMANCE IMPROVEMENT, SETTING GOALS & OBJECTIVES

““Driving Individual and Team Success Through Clarity, Focus, and Accountability””

Schedule

Date	Venue	Fees (Face-to-Face)
04 - 05 Mar 2026	Kuala Lumpur, Malaysia	USD 1995 per delegate

Introduction

Consistently improving performance depends on one critical factor: clarity. When individuals and teams have clearly defined goals and aligned objectives, they are empowered to act with purpose and deliver measurable results. Without these, efforts become reactive, inconsistent, and misaligned with organizational priorities.

This 2-day course equips participants with practical frameworks to improve performance by setting, aligning, and tracking meaningful goals and objectives. Through hands-on planning, feedback tools, and case-based exercises, attendees will learn how to turn performance conversations into action—and results.

Objectives

- By the end of this course, participants will be able to:
- Define performance expectations and improvement indicators
 - Set SMART goals and align them with business priorities
 - Conduct effective goal-setting and performance review conversations
 - Use KPIs and success metrics to track progress and adjust course
 - Build an environment of feedback, growth, and accountability

Why Attend

- Learn how to connect individual objectives to organizational results
- Enhance your team's clarity, motivation, and ownership
- Gain confidence in leading high-impact performance conversations
- Avoid vague or misaligned goals that reduce effectiveness
- Support underperformers while stretching high performers

Target Audience

This program is designed for:

- Managers, supervisors, and team leaders
- HR professionals and business partners
- Performance coaches and L&D specialists
- Anyone involved in setting, reviewing, or improving performance

Individual Benefits

Key competencies that will be developed include:

- Goal-setting and alignment using SMART and OKR frameworks
- Monitoring and feedback delivery
- KPI development and outcome measurement
- Coaching for improvement and accountability
- Strategic thinking and performance planning

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Clearer linkage between individual performance and business strategy
- Better tracking of progress and early identification of gaps
- More confident and capable leadership in performance management
- A culture of ownership, focus, and continual improvement
- Higher employee engagement and retention through clarity and recognition

Instructional Methodology

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

- Strategy Briefings – Goal theory, motivation science, and best practices
- Case Studies – Examples of successful performance transformation
- Workshops – Goal alignment, KPI development, and coaching simulations
- Peer Exchange – Sharing of real-world performance challenges and insights
- Tools – Goal-setting templates, feedback planners, performance dashboards

Course Outline

Training Hours: 07:30 AM - 03:30 PM Daily Format: 3-4 Learning Modules | Coffee Breaks: 09:30 & 11:15 | Lunch Break: 01:00 - 02:00

Day 1: Foundations of Performance and Goal Setting

- Module 1: Defining Performance and Expectations (07:30 - 09:30) • What drives performance and what hinders it • Linking performance to vision, values, and results • Behavioral vs results-based performance
- Module 2: SMART Goals and Strategic Objectives (09:45 - 11:15) • How to write and evaluate SMART goals • Aligning team/individual goals with company strategy • Avoiding common goal-setting pitfalls
- Module 3: Using KPIs and Milestones (11:30 - 01:00) • Choosing meaningful metrics and indicators • Setting targets and progress checkpoints • Using data for continuous improvement
- Module 4: Workshop - Personal and Team Goal Planning (02:00 - 03:30) • Drafting and reviewing goals using templates

Day 2: Leading for Performance and Growth

- Module 5: Performance Conversations and Feedback (07:30 - 09:30) • Creating a culture of regular feedback and coaching • Balancing praise, stretch, and corrective guidance • Tools for structuring review meetings
- Module 6: Addressing Gaps and Supporting Growth (09:45 - 11:15) • Root causes of underperformance • Coaching for development, not discipline • Performance improvement plans
- Module 7: Driving Ownership and Accountability (11:30 - 01:00) • Encouraging self-monitoring and initiative • Accountability frameworks and peer commitments • Recognition and reward systems
- Module 8: Final Workshop - Performance Coaching Simulation (02:00 - 03:30) • Roleplay and feedback practice • Personal action planning and peer coaching

Certification

Participants will receive a Certificate of Completion in Performance Improvement, Setting Goals & Objectives, validating their ability to lead high-performance teams through clarity, alignment, and effective goal-setting practices.

Why Choose MAWA Events

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In-House / Customized Training Interested in running this course for your team? Please contact us:	TEL: +601116373203	EMAIL: info@mawaevents.net
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