

## CERTIFICATE IN NEXT GENERATION PERFORMANCE MANAGEMENT & PERFORMANCE APPRAISALS

*“Transform your performance management process into a strategic, continuous, and engaging system for organizational success.”*

### Schedule

Venue (InHouse)	Fees
At Your Organization Premises	Ask For The Quotation

► **Available delivery methods:** In-House Training

### Introduction

In today’s rapidly evolving workplace, traditional performance appraisals no longer deliver the results organizations need. The Certificate in Next Generation Performance Management & Performance Appraisals equips HR professionals and leaders with modern tools and strategies to design and implement performance systems that focus on growth, engagement, and accountability.

This course focuses on shifting from annual reviews to continuous feedback, integrating technology, and linking performance with business goals. Participants will explore innovative models, behavioral science insights, and digital tools that redefine how performance is measured and managed.

### Objectives

- Understand the evolution and limitations of traditional performance appraisals.
- Learn advanced frameworks for continuous and real-time performance management.
- Develop systems that align individual goals with organizational strategy.
- Implement effective feedback and coaching methods.
- Use data and analytics for objective performance evaluation.
- Design fair and motivating reward and recognition systems.

## Why Attend

- Upgrade your HR and leadership skills for modern business environments.
- Learn practical ways to replace outdated appraisal systems with agile performance models.
- Drive higher employee engagement and productivity.
- Gain a competitive edge by linking performance to innovation and growth.

## Target Audience

- HR Managers and HR Business Partners.
- Learning & Development and Organizational Development professionals.
- Department heads and supervisors.
- Senior executives and team leaders seeking effective performance culture.

## Individual Benefits

- Gain expertise in next-generation performance management practices.
- Develop strong coaching and feedback skills.
- Learn to use performance data for career development and decision-making.
- Enhance leadership, analytical, and communication capabilities.

## Organizational Benefits

- Create a culture of accountability, innovation, and growth.
- Strengthen alignment between organizational goals and individual performance.
- Improve employee engagement, retention, and performance outcomes.
- Build a fair and transparent performance evaluation system.

## Instructional Methodology

- Interactive instructor-led sessions.
- Practical exercises and live case studies.
- Simulated performance management scenarios.
- Group workshops and role-play on feedback conversations.
- Digital tools and analytics demonstrations.

## Course Outline

### Module 1: Understanding Modern Performance Management

- The evolution from annual appraisals to continuous performance management.
- Key principles and objectives of a next-generation performance culture.
- Common issues in traditional performance systems.

### Module 2: Setting Clear Objectives and KPIs

- SMART and OKR frameworks for performance goal setting.
- Aligning individual, departmental, and organizational goals.
- Using performance indicators to track success.

### Module 3: Continuous Feedback and Coaching

- Creating a culture of ongoing feedback.
- Coaching models for managers and team leaders.
- Effective communication techniques for performance discussions.

### Module 4: Measuring and Evaluating Performance

- Quantitative and qualitative evaluation methods.
- Data analytics and performance dashboards.
- Balancing objectivity with human judgment.

### Module 5: Linking Performance to Rewards and Development

- Designing fair reward systems based on performance outcomes.
- Using appraisals to identify training and career development needs.
- Recognition programs that motivate and retain talent.

### Module 6: Technology and Digital Tools in Performance Management

- Leveraging HR software and performance management systems.
- Real-time tracking and feedback technologies.
- AI in talent assessment and predictive performance analytics.

### Module 7: Managing Bias and Ensuring Fairness

- Recognizing and eliminating unconscious bias.
- Legal and ethical considerations in appraisals.
- Communicating results transparently and constructively.

### Module 8: Implementing a Next-Gen Performance Framework

- Steps to transition from traditional to continuous systems.
- Managing resistance and driving adoption.
- Monitoring and refining the new performance culture.

## Certification

Participants who complete all modules and exercises will earn the Certificate in Next Generation Performance Management & Performance Appraisals, validating their ability to design, implement, and sustain modern performance systems that drive organizational excellence.

## Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation’s unique goals.

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