

PERFORMANCE MANAGEMENT FOR MAXIMUM RESULTS

“Drive Excellence: Measure, Monitor, and Maximize Employee and Organizational Performance.”

Schedule

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

Introduction

Effective performance management is a critical component of organizational success. It ensures that individual and team goals are aligned with business objectives, encourages accountability, and fosters a culture of continuous improvement. Poor performance management can lead to missed targets, low morale, and decreased productivity.

The Performance Management for Maximum Results course provides participants with the knowledge and tools to design, implement, and monitor performance management systems that enhance individual, team, and organizational outcomes. Through practical exercises, case studies, and interactive sessions, participants will learn how to set clear objectives, provide constructive feedback, and drive high performance across all levels.

Objectives

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

- Understand the principles and importance of performance management.
- Set SMART goals and align individual objectives with organizational strategies.
- Implement effective performance appraisal and monitoring techniques.
- Provide actionable feedback to motivate and improve performance.
- Identify performance gaps and develop improvement plans.
- Foster a culture of accountability and continuous learning.
- Use performance metrics and data for informed decision-making.
- Enhance team engagement, productivity, and results.

Why Attend

Organizations thrive when performance is managed proactively and strategically. This course equips participants with practical skills and frameworks to optimize employee performance, enhance organizational effectiveness, and achieve sustainable results. Attendees will leave with actionable strategies to drive measurable improvements in both individual and team performance.

Target Audience

This course is suitable for:

- Managers and Team Leaders
- Human Resource Professionals
- Supervisors and Department Heads
- Project Managers
- Anyone responsible for monitoring, appraising, or improving performance

Individual Benefits

- Learn to set clear performance expectations and goals.
- Gain skills in providing constructive feedback and coaching.
- Improve personal effectiveness in managing team and individual performance.
- Enhance problem-solving and performance improvement capabilities.
- Increase professional value and leadership impact.
- Build confidence in driving measurable results and accountability.

Organizational Benefits

- Align individual and team objectives with organizational goals.
- Improve overall productivity, efficiency, and employee engagement.
- Strengthen accountability and performance culture.
- Reduce performance gaps and increase quality of output.
- Enhance decision-making using performance metrics and insights.
- Build a high-performing, results-driven organization.

Instructional Methodology

The course uses a practical, interactive approach through:

- Facilitator-led discussions on performance management principles
- Case studies of successful performance management systems
- Role-playing exercises for feedback, coaching, and appraisal
- Workshops on goal setting, monitoring, and evaluation
- Assignments focused on applying performance management tools
- Continuous feedback, Q&A sessions, and collaborative exercises

Course Outline

- Module 1: Introduction to Performance Management – Concepts and Importance
- Module 2: Setting SMART Goals and Aligning with Organizational Objectives
- Module 3: Key Performance Indicators (KPIs) and Metrics
- Module 4: Monitoring and Evaluating Performance Effectively
- Module 5: Feedback, Coaching, and Development Plans
- Module 6: Identifying and Closing Performance Gaps
- Module 7: Performance Appraisal Techniques and Tools
- Module 8: Fostering a Culture of Accountability and Continuous Improvement
- Module 9: Case Studies of High-Performing Teams
- Module 10: Capstone Project – Designing a Performance Management Plan for Maximum Results

Certification

Upon successful completion, participants will receive a Certificate in Performance Management for Maximum Results, recognizing their expertise in driving employee and organizational performance through effective management practices.

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.

In-House / Customized Training

Interested in running this course for your team?

Please contact us:

TEL:

+601116373203

EMAIL:

info@mawaevents.net

© Material published by MAWA Events shown here is copyrighted. All rights reserved. Any unauthorized copying, distribution, use, dissemination, downloading, storing (in any medium), transmission, reproduction or reliance in whole or any part of this course outline is prohibited and will constitute an infringement of copyright.