

## Designing a Performance Management System

### Overview:

Companies using performance management systems perform better financially than those that do not.

The success or failure of any performance management program depends on the philosophies underpinning it and the attitudes and skills of those administering it. Generally this means commitment, acceptance and ownership. This workshop will assist those developing performance management systems to consider all the implications.

After completing this course, participants will be able to:

- Identify a number of different performance management systems
- Understand the linkage between organisational performance and performance management
- Understand key talent management practices
- Clarify the link between performance management and other HR roles
- Understand development planning
- Be able to utilise pay for performance strategies

**Designed for:** Managers and HR Personnel

**Duration:** 1 day

### Content:

#### Performance Management

- Performance Management Overview
- Performance Management Relationship
- Performance Management
- Performance Management Continuum

#### Design

- Performance Management Objectives
- Establishing Objectives
- Performance Management Methods
- Ranking
- Grading
- Graphical Scales
- Critical incidents
- Behaviourally Anchored Rating Scales
- Essays
- Management by Objectives
- Assessment Centres
- Which Method?
- Considerations

#### Other Considerations

- Appraisers Common Issues
- Why Performance Management Fails?

#### Role Play

#### Actions



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