

# PERFORMANCE MANAGEMENT MASTER CLASS

*Enabling Human Performance*

www.calibermiddleeast.com

3 DAY MASTERCLASS

NEXT GENERATION PERFORMANCE MANAGEMENT

3-5 APRIL 2018 | DUBAI MARINA

**CERTIFICATE IN NEXT GENERATION PERFORMANCE  
MANAGEMENT  
EXCLUSIVE 3 DAY TRAINING EVENT**

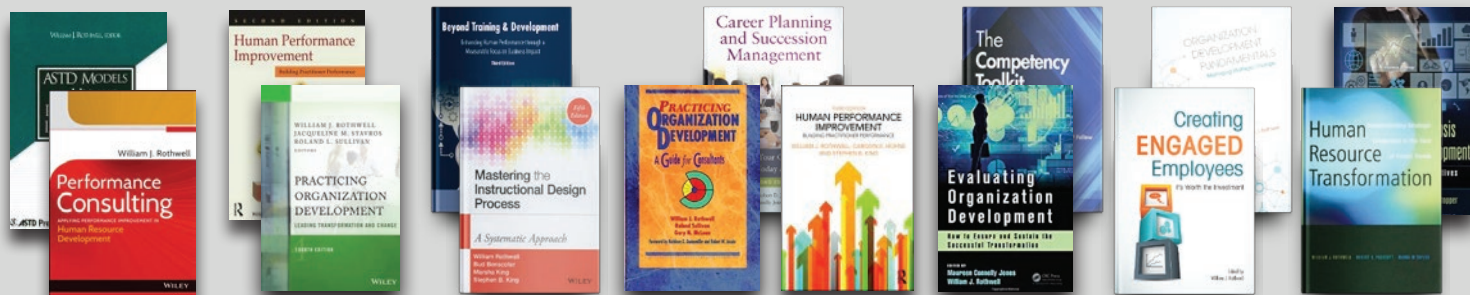


Presented by

**DR. WILLIAM J. ROTHWELL**

World's preeminent guru, thought leader, and renowned author on Human Resources

Best selling and award winning writer of HR books with over 90 internationally published titles



## WHO

### Who should attend ?

- Practitioners, managers, directors, and executive level HR professionals
- Professionals involved in OD and strategy
- Performance management professionals and leaders
- Leaders and change agents driving performance improvements in their organizations
- Human resource, organization design and management consulting professionals

## WHAT

### About the Training

This unique certified Master Class gives the practical tools and methodologies needed to institutionalize performance management in your organizations and drive real change. The three day program looks at both corporate and business unit performance as well as employee performance, and ensures the linkage and alignment between all. Moreover, upcoming trends from cutting edge organizations around the world will be delved into during the 3 days. World class methodologies, scorecards, templates, and tools will be delivered to ensure participants make real change happen in their organizations.

## WHY

### Key Benefits

- Develop performance scorecards at corporate, business unit, and employee levels
- Link and align strategy to performance
- Align employee performance to organization vision
- Review best practice models, methodologies and toolboxes for performance management
- Learn how to best implement a performance management program and manage the change
- Be mentored by an HR and performance management guru

To register yourself or a member of your organization or for further inquiries, please contact us via telephone or email

Discounts available for groups

+971 50 945 4274

events@calibermiddleeast.com

**CALIBER**  
ACADEMY

# THE DUBAI MARINA

3-5 APRIL 2018

SPACES ARE LIMITED

SHRM Recognition: 21 Personal  
Development Credits Awarded



**Early Bird Price**  
Register before Jan 15<sup>th</sup>

**\$ 3233**

**Regular Price**

**\$ 3649**

## ABOUT DR. WILLIAM J. ROTHWELL



William J. Rothwell, (PhD, SPHR, RODC, CPLP Fellow) is a professor of Human Resource Development and OD at the University Park campus of the Pennsylvania State University. The department which he heads is the top ranked graduate program in Human Resource Development in the US. To supplement his academic experience, Dr. Rothwell has worked extensively as a Consultant in executing HR transformations and Change Management programs. He has also engaged with over 40 multinational corporations. Dr. Rothwell has worked in the Performance, OD and HR field since 1979 and has authored, co-authored, edited and co-edited close to 90 books and many best sellers

Dr. Rothwell was the winner of the American Society of Training and Development's (ASTD) prestigious Distinguished Contribution to Workplace Learning and Performance award for 2011. In 2013 he was again honored by ASTD by being named a Certified Professional in Learning and Performance (CPLP) Fellow. His best selling book, *Effective Succession Planning: Ensuring Leadership Continuity and Building Talent from Within*,

## ABOUT PENN STATE

Penn State University, one of the largest universities in the US. Founded in 1855, Penn State has grown into a world-class learning & research institution. With a core campus covering 5,448 acres, the University Park campus is the epicenter for about 40,500 students, 3,000 faculty & 13,000 other employees.

Penn State is highly notable for its top ranking graduate program in Human Resource Development. It operates the largest outreach effort in American higher education, delivering programs to learners in all 50 states and 80 nations worldwide. In addition, the program is recognized by SHRM (Society of Human Resources) and 21 PDC's are awarded through successful completion attendance of the course.



## 3 DAY PRACTICAL WORKSHOP

### DAY 1

- I. Introduction
- II. Performance Management Defined and Its Importance to Organizational Leaders
  - Definitions of performance management
  - Importance of various definitions of performance management
  - Choosing the "right" definition for your organization
  - Reasons organization's sponsor performance management programs and the results they are seeking
  - Activity on selecting a definition and purpose for your organization's performance management system
  - Methods of measuring human performance
  - Activity on measurement
  - What a performance management system should not do
  - Activity on performance management
  - Case study on performance management
- III. Linking Strategy to Performance
  - Overview of corporate performance management frameworks
  - Defining key components of performance (Objectives, KPIs, Targets, etc.)
  - Overview of the Balanced Scorecard
  - Regional Case studies on the Balanced Scorecard
  - Activity on the Balanced Scorecard
  - Deep dive into KPI development
  - Cascading performance from corporate to business unit to ensure alignment
  - Cascading performance from corporate to individual level to ensure alignment
  - Review of scorecards and dashboards at all levels of the organization
  - Creating horizontal and vertical alignment in your organization
  - Case studies on cascading
  - Activity on cascading
- IV. Conclusion

### DAY 2

- I. Introduction
- II. Components of a Best Practice Performance Management Program
  - Overview of the components.
  - Activity to rate your organization's performance management program against best practice.
  - Step 1: Establishing the purpose and policies for the performance management system.
    - How to establish the purpose(s) and policy to guide the performance management system.
    - What to do and what not to do in establishing the purpose and policies to guide the performance management system.
    - Activity on establishing purpose and policies.
  - Step 2: Building the Program Components
    - The range of components.
    - How components are built.
    - Activity on building the program components.
  - Step 3: Building training and job aids to support the performance management system
    - What to include in the training
    - Job aids that should be made available
    - Activity on training and job aids to support the performance management system
  - Step 4: Overcoming resistance to performance management
    - Change management strategies
    - Championing the effort
    - Likely resistance and ways to overcome it
    - Activity on overcoming resistance
- III. Conclusion

### DAY 3

- I. Introduction
- II. Components of a Best Practice Performance Management Program (Continued)
  - Step 5: Rolling Out the Performance Management Program
    - Approaches
    - Key issues
    - Activity on rolling out the program
  - Step 6: Evaluating and Continuously Improving the Performance Management Program
    - Approaches
    - Performance Management Governance
    - Key Issues
    - Activity on evaluating the program
- III. Developing the High Performance Workplace
  - Defining high performance workplace
  - Assessing your organization against criteria for HPW
  - Overview of transformation initiatives and actions
  - Activity on designing the HPW
- IV. Horizons for Performance Management
  - New developments in performance management
  - Upcoming Trends
  - What to do about trends in performance management
  - Case studies
- V. Building Your Action Plan for Back on the Job
  - Preparing a proposal for management
  - Activity on preparing a proposal
  - Debrief of the proposal and presentation to others in the session
- VI. Conclusions and wrap up

## Case Studies, Practical Exercises, Group Activities

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