

# PHIQS

## Performance Harvesting & Improving Quality thru' PMSystem

### What makes the Program different?

Designed & Anchored by Proven HR Professionals with Industry & Consultancy experience having firsthand feel of Organizations' need for Robust PMS, Challenges & Expectations of Custodians & Implementors of PMS as distinct from an Academic approach to this crucial Business Driver.



Starting from 23<sup>rd</sup> January 2021

Design & deliver Organization wide Performance Planning aligned to Strategic Goals & Objectives for Organization's Growth & Success

Familiarize with Concepts, tools, & techniques of RTSC, BSC, X-Matrix, MSC, etc. in identification & cascading of Thrust Areas

Appreciate emerging trends in Performance Management to obtain Organizational Agility

### Learning Outcomes

Leverage PMS to create Culture of Collaboration

Harvest PMS as instrument of Development & Rewards

Craft Strategies to address Performance gaps & improve Quality of delivery

Drive PMS as Change Management Intervention to create pull for Performance

## Course syllabus

### Know the unknown of PMS

- The Value and Role of PMS
- History and phases of development of Performance Management
- Key Success Factors of PMS

### Performance Management Ecosystem

- Bearing of PMS with Organization Ethos & Culture
- Linkage of Organization Structure, Roles & Processes
- Resilience of Delivery Mechanism

### Planning Performance

- Importance of Organization wide Performance Planning
- Linkage with Organization Strategy, Challenges & Expectations
- Leverage Concepts of RTSC and Appreciative Enquiry
- Identification of Thrust Areas adopting BSC, MSC approaches
- Cascading Thrust Areas through X-Matrix & technique of SMART Objectives

### Elements of Performance Yardsticks

- Functional Objectives (Role related)
- Continuous Learning & Preparing for tomorrow
- Cross-Functional Focus
- Enablers for Performance
- Expectation Mapping
- Equipping for Performance - Support for Objective achievement
- Capturing Appraiser's Voice

### Performance Review & Measurement

- Stages of Evaluation – Self, Reporting Officer, Reviewing Officer, Normalization process
- Role of Self / Managers / Leaders / HR / Organization
- Art of giving Feedback
- The Role of Coaching in Performance Management

### Output of Performance Evaluation

- Reward linkage
- Development linkage
- Culture Building

### Ensuring PMS Agility

- Sustaining Gains
- Learning Loop
- Acquainting with Emerging trends in PMS
- Keeping Agile & Future ready

### Methodology:

- Classroom Sessions (Virtual)
- One-o-One Discussion
- Case Analysis
- Reflective & Peer Learning
- Individual / Group assignments
- Interaction with Seasoned HR Professionals
- Quizzes / Online Tests
- Assessments

### Target Audience

- HR Practitioners in leadership roles
- Emerging HR Professionals charged with responsibilities of designing / anchoring PMS
- Operating Managers / Functional Leaders keen on leveraging PMS for Business Success
- HR Consultants wanting to make a difference to their clients

### Qualifying Standards for Certification:

- Attendance & Participation
- Assignments
- Case Presentations
- Online Test

### Professional Fees

Rs. 30,000 + GST

### Course duration

12 Sessions spread over 2.5 months,  
Sat: 5 to 8 pm, Sun: 9 to 12 Noon

Faculty: Drawn from Naman, Leading HR Practitioners, Academia

For more information, contact us:



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