

# 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.

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**



**Planning Performance**



**Elements of Performance Yardsticks**



**Performance Review & Measurement**



**Output of Performance Evaluation**



**Acquainting with Emerging trends in PMS**

### 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 Participants

- 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

### Course duration

**11 Sessions spread over 1.5 months, Wednesday & Saturday – 9:30 am to 12:00 noon**