

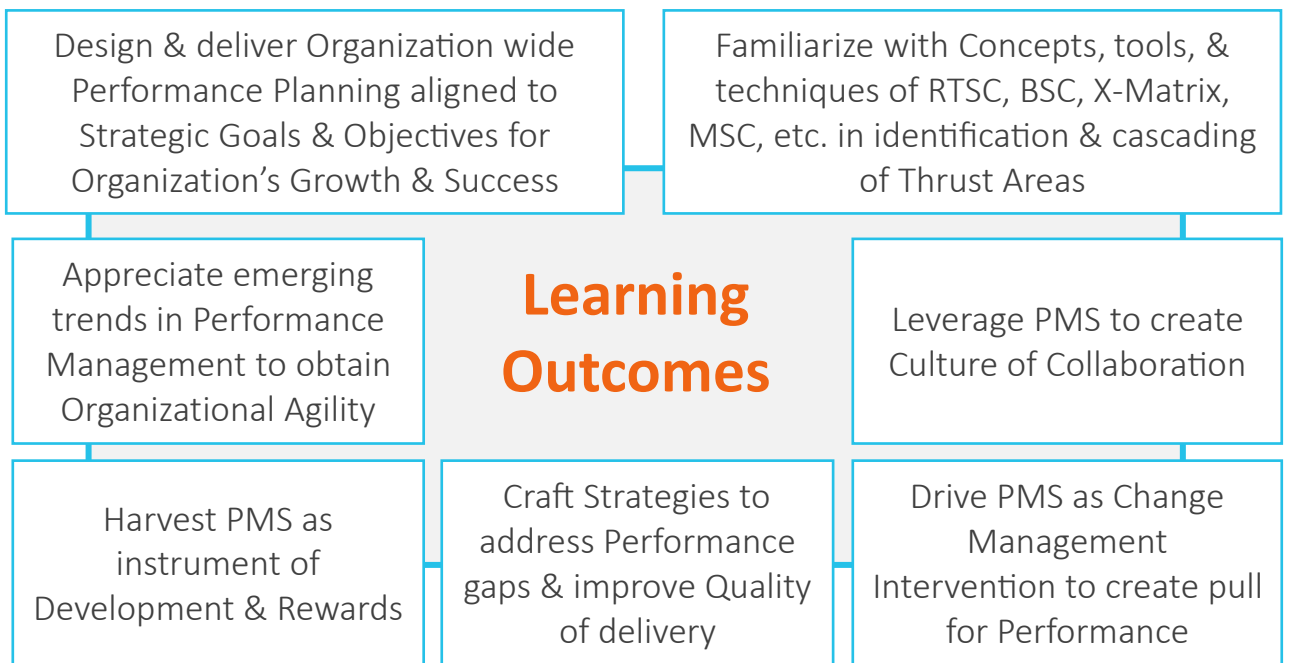
# PHIQS

**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.



## Course syllabus

### Know the unknown of PMS

- History and phases of development of Performance Management
- Bearing of Organization Ethos & Culture on PMS

### 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 and 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

### 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

### Acquainting with Emerging trends in PMS

- Keeping Agile & Future ready
- Sustaining Gains, Learning Loop
- Q&A

## 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**

Faculty: Drawn from NamanHR, Leading HR Practitioners, Academia

For more information, **contact us:**



shweta@namanhr.com  
+91 99090 28773

toral@namanhr.com  
+91 99090 28771