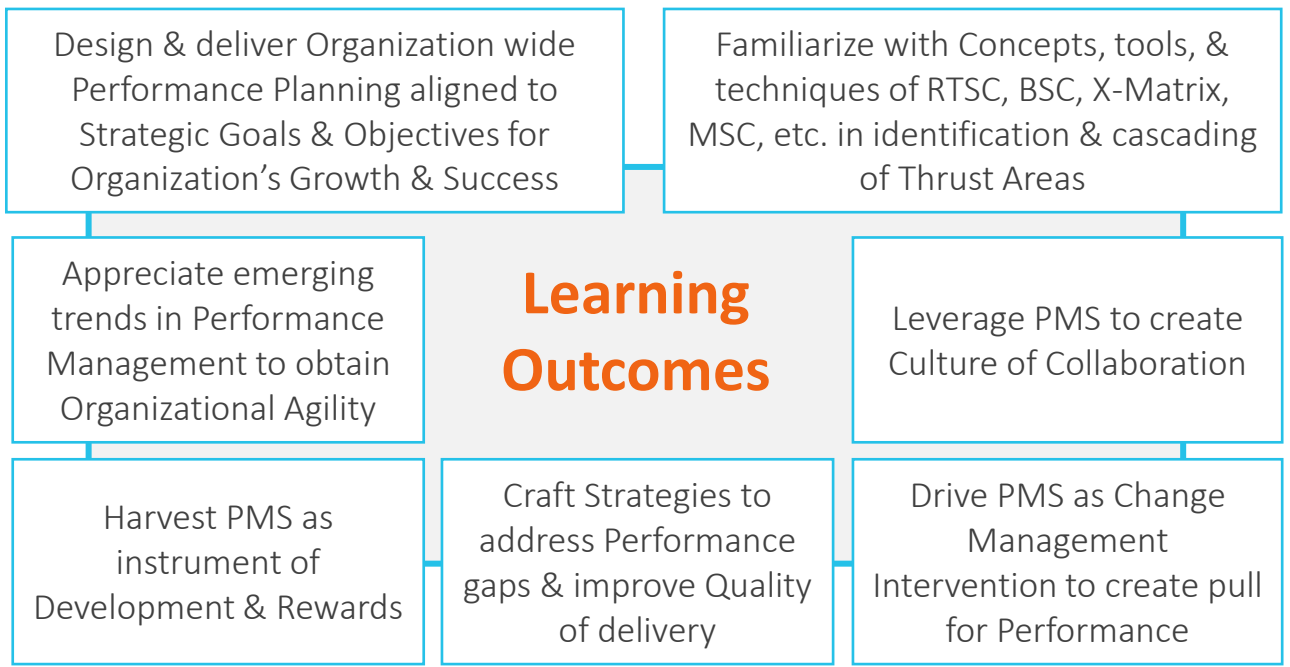


PHIQS

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

- 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 Appraisee'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 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

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:



shweta@namanhr.com
+91 99090 28773

toral@namanhr.com
+91 99090 28771