

International Development Programmes

PERFORMANCE, DEVELOPMENT AND REWARDS MANAGEMENT PROGRAMME

A 12 hour (2 session) intensive development programme that highlights the key elements of implementing impactful performance, development and reward best practice.

PROGRAMME OVERVIEW

The strategic alignment and engagement of a workforce has become a key competitive challenge for most organisations. This programme highlights what we have learned in terms of best practices and approaches that ensure strategic intentions are delivered (performance management) and at least two parts of engagement is satisfied (development and rewards management).

PROGRAMME OBJECTIVES

At the completion of the programme participants will have practiced and developed their capability and confidence to manage individual and business performance in line with strategic intent via impactful performance, development and differentiated rewards best practice.

SESSIONS INCLUDE

A variety of activities that design and deliver best practice performance, development and rewards management.

1. Performance Management

A delivery mechanism for the strategic intent of a business.

2. Development Management

The continuous process of performance and capability assessment and development.

3. Rewards Management

Differentiated rewards in line with performance and potential.

4. Performance, Development and Rewards

Connections for meaningful outcomes.

5. Appetite and attitude

Key determinants of success.

6. Outcomes and links to other pieces of the “employer of choice” puzzle.

Key action points and takeaways for both the organisation and the individual.

LEARNING OUTCOMES

On completion of the programme participants will have;

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- Increased their knowledge, skills and confidence to execute international standard performance, development and reward management.
- Clarified Performance Management's (PM) role in the delivery of strategic intentions and plans.
- Identified and practiced the key stages of best practice PM including KPI setting, what and how achievement reviews and objective differentiated performance ratings.
- Experienced the value of development reviews, how to conduct them and offer appropriate learning post the review.
- Examined and determined the most attractive "mix" of a fixed, variable and benefits rewards approach to attract and retain best talent.
- Clearly constructed a transfer of learning action plan that progresses their organization's performance, development and reward approaches to attract/retain talent and improve bottom line deliverables.

NB. An interactive yet stretching programme that can be enjoyed by HR professionals and Business leaders and managers alike.



<https://eiu.ac/> or <http://www.hrdev.org/> or jfarnworth@eiu.ac for more details.



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