



Consulting and Training | Reach New Heights

Course Name

The Performance Management Professional

Sector Name

HR Strategy and Training

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The Performance Management Professional

Course Introduction

In today's competitive and fast-paced business environment, HR professionals are at the forefront of designing and sustaining performance systems that align people with strategy, foster accountability, and support continuous growth. This **5-day** certification program equips HR specialists with the practical tools, strategic frameworks, and behavioural insights needed to implement high-impact performance management systems.

Participants will learn how to design goal-setting structures, manage KPIs, lead performance conversations, and build a culture of accountability and development. The course also emphasizes how HR can leverage data, technology, and feedback processes to transform performance management into a powerful tool for talent development and business success.

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Target Audience

- ✓ HR Business Partners
- ✓ Talent and Performance Management Specialists
- ✓ HR Managers and Officers
- ✓ Learning & Development Professionals
- ✓ People Strategy and OD Teams
- ✓ Anyone responsible for designing, managing, or improving performance systems in organizations

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Learning Objectives

- ✓ Understand the full architecture and components of an effective Performance Management System (PMS), including planning, monitoring, and evaluation stages.
- ✓ Conduct data-driven performance analysis, interpret key trends, and identify actionable insights using real-time and historical data.
- ✓ Apply best practices in KPI reporting to ensure clarity, alignment, and strategic relevance across functions.
- ✓ Facilitate and participate in structured performance review meetings that promote accountability and continuous improvement.
- ✓ Develop mechanisms to systematically track the implementation of initiatives aimed at achieving performance objectives.
- ✓ Gain hands-on experience in recalibrating underperforming or misaligned performance management systems.
- ✓ Learn how to build and sustain a high-performance culture through HR-led interventions, coaching, and strategic alignment.
- ✓ Apply performance management principles across 12 practical, real-world scenarios representing common challenges faced by HR professionals.

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Course Outline

✓ DAY 01

Strategic Foundations of Performance Management in HR

- ✓ Evolution of performance management: trends and transformation
- ✓ The strategic role of HR in performance culture
- ✓ Architecture of a performance management system
- ✓ Connecting organizational goals with employee output

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Course Outline

✓ Day 02

Goal Setting, KPIs, and Performance Planning

- ✓ Writing SMART goals and cascading objectives
- ✓ Designing and validating KPIs that matter
- ✓ Aligning team and individual KPIs with strategy
- ✓ Performance planning cycle and role clarity

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Course Outline

✓ Day 03

Coaching, Feedback & Performance Review Meetings

- ✓ Building a feedback-rich performance culture
- ✓ Structuring and facilitating effective performance review meetings
- ✓ Feedback frameworks: SBI, COIN, and feedforward
- ✓ Coaching managers to manage performance across diverse teams

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Course Outline

✓ Day 04

Managing Performance Data, Underperformance & System Calibration

- ✓ Using performance data to drive improvement
- ✓ Common pitfalls in performance evaluations
- ✓ Performance Improvement Plans (PIPs): design and implementation
- ✓ Recalibrating performance systems for fairness, agility, and business fit

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Course Outline

✓ Day 05

HR as a Strategic Performance Partner

- ✓ Tracking and reporting on initiatives and impact
- ✓ Role of HR in sustaining high performance
- ✓ Case study: Building a performance culture from the ground up
- ✓ Workshop: Applying performance management in 12 realistic HR scenarios (e.g., poor attitude, inconsistent performers, high potential burnout, misaligned goals, and more)

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Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
June 29, 2026	July 3, 2026	5 days	4250.00 \$	UAE , Dubai
Aug. 10, 2026	Aug. 14, 2026	5 days	4950.00 \$	Spain , Barcelona
March 15, 2027	March 19, 2027	5 days	4250.00 \$	UAE , Dubai
Jan. 4, 2027	Jan. 8, 2027	5 days	2150.00 \$	Virtual , Online

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