



OUTRIVAL HR SOLUTIONS, PRESENTS

# STRATEGIC PERFORMANCE MANAGEMENT (The Practical Approach)



SAWELA LODGES, NAIVASHA

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Kshs. 52,200 early bird (VAT INCLUSIVE)

Kshs. 62,200 late entry (VAT INCLUSIVE)

**TARGET:**

Directors  
Managers  
Team Leaders  
Supervisors  
& Officers

**RSVP:**

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## INTRODUCTION

Increasing productivity and efficiency within the organisation is key for any success. We get this through people! Understanding the Performance Management Process as well as how this is linked to the overall Business Productivity is important for every business. We need to plan, focus and finally assess what will be able to achieve!

## COURSE OBJECTIVES

The training participants will be able to:

- Have an overall understanding of performance management and its relation to organisation's strategy
- Ensure consistency and efficiency in performance of the employees.
- Effectively define performance measures and communicate them effectively for improved performance
- Facilitate constructive review/appraisal meetings that motivate the employees to work better and not bring them down.
- Communicate effectively the appraisal feedback (whether positive or negative)
- Continuously coach staff for better performance
- Address performance problems effectively and handle "difficult" evaluations.
- To develop an on-going performance communication to increase organisational objectives.
- Overall improve the managerial skills of the participant.

## KEY AREAS OF FOCUS

- Performance Management defined and Understanding the Performance Management Cycle
- Business Strategy & Performance Management
- Practical setting performance goals and indicators
- Managing performance effectively throughout the year
- Monitoring performance and giving constructive performance feedback all-round the year
- Continuous Learning in Performance Management including Coaching and Performance Management
- Handling poor performance for improvement





# Training Registration Form

DELEGATE NAME	JOB TITLE	EMAIL ADDRESS	TELEPHONE NO.

Company Sponsored?                      Yes                       No.   
 (tick where applicable)

ORGANIZATION: \_\_\_\_\_

POSTAL ADDRESS: \_\_\_\_\_ TEL. NO. \_\_\_\_\_

Training fee:     Kshs/- 52,200 (VAT inclusive)  
 Kindly note the fee includes: (Course materials, certificate, lunch and refreshments only).

**REGISTRATION NOTES:**  
 Complete and email this form to [Judith@outrivalhr.com](mailto:Judith@outrivalhr.com), cellphone: +254 722 150 272,  
 on receipt of completed registration form, an invoice with payment details will be  
 forwarded to you. All fees **MUST** be paid in full on or before the training.

**AUTHORISATION**  
 Signatory must be authorized to sign on behalf of the contracting organization.  
 Herewith I confirm that all given information correct and confirm that I have read and  
 understand all conditions above.

Signed on     /     /2018

Signed

Company Stamp: