Optimizing
Peak Performance
with Aligned Goals
PROGRAM

HRDCORP CLAIMABLE

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In today's dynamic organizational landscape, optimizing work effectiveness becomes pronounced when organizational and employee objectives are misaligned. Performance management strategies are pivotal in harmonizing individual and team performances with overarching organizational objectives, encompassing role clarity, key result areas, and personal values. A cohesive alignment is necessary to measure performance, prioritize work objectives, and ensure competencies align with organizational goals. Navigating performance conversations becomes intricate in such scenarios, demanding strategic solutions to address these misalignments.

In this training, **Optimizing Peak Performance with Aligned Goals,** you will explore performance management strategies to align organizational and employee goals, focusing on role clarity, key result areas, and personal values. You'll learn to navigate performance conversations and address challenges like measuring performance and prioritizing work objectives. By understanding the consequences of misaligned objectives, you will appreciate the importance of fostering alignment within your organization. This empowers you to proactively address misalignments, cultivate a culture of engagement, and drive sustained success.

Objectives

This program will empower participants to:

- Develop a solid understanding of Performance Management fundamentals and its core elements.

- Discover the intricate link between organizational and employee objectives for optimized collaboration and success.

- Acquire valuable insights into the employee performance review process, mastering its effective implementation.

Who Should Attend?

- Managers and Supervisors
- Human Resources (HR) Professionals
- Team Leaders
- Executives, Senior Executives
- Anyone involved in performance improvement initiatives

Mode of Delivery

- Physical Classroom
- Virtual

Learning Outcomes

- Dive into the dynamic evolution of performance management for agile strategies.
- Fuse personal values with organizational goals to ignite unparalleled motivation.
- Establish crystal-clear expectations and standards, cultivating a high-performance culture.
- Unleash productivity and efficiency by mastering the art of prioritizing work objectives.
- Harness the power of behavioral competencies to fuel targeted employee growth and development.

Program Outlines (2 Days)

MODULES (Day 1)

1 The Evolution of Performance Management

In a dynamic environment, grasping performance management's essence is vital, defining organizational success and guiding individuals and teams toward their goals through the interplay of its components with management and appraisal.

2 Measuring Performance Towards Organizational Objectives

Grasping organizational objectives is key to navigating the organizational landscape, providing a roadmap for success and aligning with performance management strategies.

3 Understanding The Key Result Areas for Roles Clarity

Embark on mastering Key Result Areas (KRAs), recognizing their pivotal role in driving performance and success, and crafting KRAs that align seamlessly with organizational objectives for clarity and focus in pursuit of excellence.

4 Aligning Personal Values with Organizational Goals

Begin exploring personal values and their impact on work performance, uncovering strategies to harmonize individual values with organizational objectives for workplace synergy and fulfillment.

MODULES (Day 2)

Explore performance standards and measures, defining their types and common tools for gauging performance, culminating in crafting SMART-based measures to drive organizational success.

5 Setting Expectations with Performance Standards and Measures

Dive into the MoSCoW Method, mastering its core functionality and requirements, while seamlessly implementing it to prioritize work objectives and adeptly overcoming challenges along the way.

6 Prioritizing Work Objectives to Optimize Productivity

Delve into the MoSCoW Method, mastering its core functionality and requirements while seamlessly implementing it to prioritize work objectives and adeptly overcoming challenges along the way.

7 Assessing Behavioural Competencies to Measure Proficiency Level

Explore competency, compare it to competence, understand the linkage between objectives and competencies, discover the advantages of embedding competencies and behaviors, and master competency performance measurement techniques.

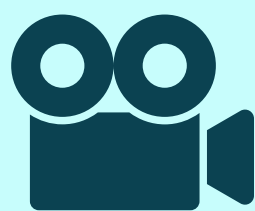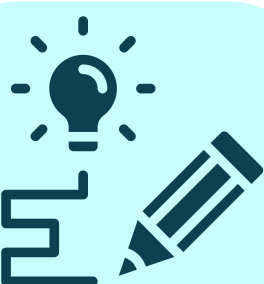**8** Create A Successful Employee Development Plan (EDP)

Methodology

- Interactive lecture
- Video and debrief
- Case study
- Action Learning
- Group facilitation
- Q & A related to real work issues