



Chamber of Commerce and Industry

One Day Training Program on

HOW TO IMPROVISE YOUR PERFORMANCE MANAGEMENT SYSTEMS:

A STEP BY STEP ACTION GUIDE

**Thursday, 25th April, 2019,
Time 10.30 am – 5.30 pm, at Jolly Room, 4th Floor, IMC**

Dear Sir/ Madam,

Do your managers believe that your performance management process is effective or disconnected from real business needs??? Performance Management System (PMS) if not integrated with the business planning and the HRM system, as well as with the organizational culture, structure and other processes, could actually be seen as a hindrance rather than a contributor to business excellence.

IMC Chamber of Commerce and Industry to address the need for member companies, has devised a one day training program which will analyze “why your performance management system isn’t working as well as you hoped.”

It aims to articulate the benefits of using a performance development plan and the consequences of not having one in place. To learn the fine points of an effective, integrated performance development system, it will also show how to cut down on complexity and reduce time & trouble spent on the process. It shows what managers need to do ... (from designing right up to implementation) to have a meaningful contribution which everyone (both HR and non-HR people) appreciate!!!

This proven program will help you to identify what needs to be changed and can assist to align the values and objectives of PMS to the roles of manager and staff in the performance development process. This seminar leader will help you to find the weak points in the process and turn PMS into a valuable business tool.

PROGRAMME HIGHLIGHTS:

- The need for a scientific & comprehensive Performance Management System
- Concept of PMS & its linkages with business goals & development
- The enabling and Hindering Factors in introducing PMS
- Organizational readiness for implementation
- The process of implementing a robust PMS
 - Identifying, Setting and Managing Performance Management Targets
 - Simplifying & Implementing a Results-Oriented Performance Management System
 - Effective Techniques to Communicate Measures to Employees, Ongoing Performance Assessment and Feedback

- The Critical Point: The Performance Development Interview
- Do's and don'ts: Experiences of Indian organizations using PMS
- Question/Answer Session

SEMINAR LEADER- DR WILFRED MONTEIRO

The training will be imparted by the nationally acclaimed management advisor, coach & trainer **DR WILFRED MONTEIRO**, who has over 35 years of managerial & consulting experience in the areas of business strategy, marketing & organization development. His model on Meta+Coaching has benefited several categories of professionals in blue-chip companies and his company, Synergy Management Associates has undertaken long-term projects to improvise direct marketing campaigns, sales force effectiveness, leadership competencies and such others to make a difference across businesses.

METHODOLOGY:

Group learning through experience sharing will supplement Lectures & Concept sessions. In addition case discussion /role-plays & exercises will be used.

FOR WHOM:

For championing the change management program within the organization, a group of 3 or 4 participants is recommended. These would necessarily include:

- The programme is targeted for any individual who seeks to use Employee Performance Management as the driver of strategy execution. This includes
- Entrepreneurs/ Directors & CEO's of Technocrat/ Entrepreneurial or Family Managed Companies
- Heads of Dept/ Business Unit Heads/Divisional Heads/Chief Operating Officers
- Senior Managers from all functions who are business partners to HRD.

Participant Fees

Category	Fees
IMC Members	Rs.4000/- Plus GST = Rs. 4720/- per participant
Non IMC Members	Rs.4500/- Plus GST = Rs. 5310/- per participant

Participants will be awarded Certificate of Participation at the end of the program.

Kindly register your participation at the earliest by filling up the enclosed **link** of Registration Form and forward the same to IMC by email: neeti@imcnet.org or by post along with Cash/DD/ Cheque for applicable amount in favor of "IMC Chamber of Commerce and Industry".

For registration and further details, please contact Skill Development Committee, IMC Chamber of Commerce and Industry, on Tel. No. 022-71226633/106 or email on neeti@imcnet.org or visit website www.imcnet.org .

Regards,

Ajit Mangrulkar
Director General.