



Future-Oriented Training and Consulting

PERFORMANCE MANAGEMENT PROGRAM

Performance Management & KPI Design

Equipping leaders to design performance frameworks that translate strategy into measurable results.

Proven KPI Frameworks Hands-on exposure to KPI design and balanced scorecard tools.	Executive Case Studies Real-world scenarios and simulations that sharpen performance judgment.
Aligned Performance Systems Aligning individual, team, and organizational objectives.	Actionable Measurement Plans A performance management system ready for implementation.

CONTACT & HEADQUARTERS

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Program Overview

This program builds the skills to design performance frameworks that translate strategy into measurable results.

Through case studies, executive discussions, simulations, and hands-on exposure to KPI design and balanced scorecard tools, participants will develop a performance management system that aligns individual, team, and organizational objectives.

Program Objectives

- **Sharpen Performance Design Skills:** Design frameworks that translate strategy into measurable results.
- **Master KPI Design:** Build KPIs that accurately reflect performance and drive the right behaviors.
- **Apply Balanced Scorecard Tools:** Use balanced scorecard methods to structure performance systems.
- **Align Objectives Across Levels:** Connect individual, team, and organizational goals.
- **Strengthen Performance Conversations:** Conduct feedback and review conversations that drive results.
- **Sustain a Performance Culture:** Embed practices that keep performance management effective long-term.

Target Audience

This program is designed for professionals responsible for designing and managing performance systems within their organizations, including:

- **Performance & HR Managers** designing performance management frameworks.
- **Business Unit Leaders** translating strategy into team and individual KPIs.
- **Strategy & Planning Managers** aligning performance systems with organizational strategy.
- **Department Heads** managing performance across their functions.
- **Project & Program Managers** tracking performance against defined KPIs.
- **L&D and Organizational Development Professionals** embedding performance practices across the organization.
- **Senior Executives & Business Owners** overseeing performance and accountability at the organizational level.

Program Impact

Participants will leave this program with sharper performance design skills and a system ready for implementation. Graduates will return to their organizations equipped to align individual, team, and organizational objectives and drive measurable, sustained performance.

Program Outline

MODULE 1: Foundations of Performance Management

- Core concepts and purpose of performance management
- Linking performance management to organizational strategy
- Understanding performance management system components
- The manager's role in driving performance
- Common pitfalls in performance management design

MODULE 2: Designing Effective KPIs

- Principles of well-designed KPIs
- Translating strategic objectives into measurable KPIs
- Leading versus lagging indicators
- Avoiding common KPI design pitfalls
- Setting meaningful targets and thresholds

MODULE 3: Applying the Balanced Scorecard

- Core concepts of the balanced scorecard framework
- Structuring scorecards across financial and non-financial perspectives
- Cascading scorecards from organizational to team level
- Using scorecards to drive strategic alignment

MODULE 4: Aligning Individual, Team, and Organizational Objectives

- Cascading organizational goals to teams and individuals
- Setting SMART objectives at every level
- Balancing individual accountability with team performance
- Managing conflicting or competing objectives
- Building a performance management system aligned across levels

MODULE 5: Driving Performance Through Reviews and Feedback

- Conducting effective performance review conversations
- Giving feedback that drives improvement
- Using performance data to inform decisions
- Sustaining a performance culture beyond the program



Future-Oriented Training
Management Consulting
Engineering solutions
