



Modernise performance management

Everyone is talent. Make talent important for everyone.

Online course description

The changing business landscape combined with evolving technologies are driving new approaches to performance management. In this online course, we take you through the steps of reviewing your existing practices and exploring new ones to suit your organisation.

We examine new trends and the pressure for change, deepen understanding of the key elements of the modern psychological contract and guide you to identify new practices.

This course can be taken alone or, ideally along with our courses on talent management.

Learning outcomes

On successful completion of this course, you will have

1. Drafted effective performance management policies and practices
2. Know how to steer your organization towards a high-performance culture.

Course content

In this self-managed course, we consider the wider subject of performance management, and examine its characteristics and its relevance to today's business world, and your organisation. We pay particular attention to performance appraisal and set out guidance on how to design a process that works in your context.

- Performance management with a well-being hat
- The changing psychological contract
- The importance of fairness, consistency and equity
- Rethinking the purpose of performance management
- Achieving a high-performance organisation
- Differentiating between good and great
- Setting goals in times of rapid change
- Fluid organisational structures and the implications for assessing performance
- Values, competencies and results in performance management
- Assessment methodologies
- Self-managing your performance
- The importance of non-financial reward and recognition



Who will teach you?

Janice Caplan | HR consultant, author, coach-mentor, University governor and HR committee chair, former CIPD Vice-President

Who is this course suitable for?

HR professionals, COOs, and leaders of small businesses who recognise the importance of valuing everyone in their workforce.

The course can be adapted for group work and combined with classroom sessions.

Methodology

- A rich mix of content media including text and video
This provides a highly interactive engagement experience, enabling you to choose learning options that best suit your preferences
- Real-life case studies and scenarios
These are a key feature of the course, bringing all issues to life, generating discussion, and helping develop new perspectives. Although they are optional, working through significantly enhances understanding
- Skills-based activities
These guide you through immediate application at work, enabling you to implement learning as you go
- Discussion forum
Here you can share thoughts and ideas with and seek help from other delegates.

Duration

Approximately 12 hours of online study, plus time to implement ideas at the workplace.

Customised versions

The course material can be purchased outright to add to your own material and teaching. We can customise the course to your purposes.