

# PERFORMANCE MANAGEMENT CYCLE



**Pre-Programme:** ½ day

**Batch Size:** 18-20 participants

**Programme:** 2 Days

**Cost Investment:** Rs. 1,50,000 per batch

## Objectives

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- ◆ Enable participants to understand the importance of following the Performance Management Cycle in order to manage performance of employees
- ◆ To enhance the ability of the participants to evaluate performance accurately
- ◆ Obtain clarity about the stages of Performance Planning such as – Role clarity, Key Result Areas, Objective Setting etc
- ◆ Learn the skills of giving performance feedback especially for non-performance
- ◆ Identify development needs of employees and create a road-map to fill up these developmental gaps, etc.

## Key Contents

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- ◆ PMC and its Benefits for managers and their teams
- ◆ The Performance Management cycle
- ◆ The Leaders role in people development
- ◆ Goal Setting and metrics for evaluating performance
- ◆ Conducting reviews
- ◆ Conducting the annual performance appraisal
- ◆ Evaluating performance accurately
- ◆ Role plays on Performance feedback

## Methodology

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The programme will be based on the principles of Adult Learning. The emphasis will be on:

- ◆ Learning through structured exercises
- ◆ The live challenges before the participants
- ◆ Use of participants' own experience
- ◆ Video-replay of role plays on Performance feedback
- ◆ A very lively and informal learning atmosphere

We will use a variety of learning methods. The programme will be highly participatory. Ample use of group work, films, practice, exercises and discussion will be made.

## Contact Details:

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