

PERFORMANCE, DEVELOPMENT & REWARD MANAGEMENT

2-Day Corporate Training Program

OVERVIEW

This comprehensive training programme is designed to equip HR professionals, line managers, and organizational leaders with the essential knowledge and tools to effectively manage employee performance, and implement reward strategies that drive motivation and organizational growth. Participants will learn how to align individual goals with organizational objectives, conduct meaningful performance appraisals, design personalized development plans, and implement fair, motivating reward systems. The training integrates theory with practical tools, real-world case studies, and interactive activities to ensure direct applicability in the workplace.

WHAT YOU WILL ACHIEVE

By the end of this program, participants will be able to:

- Understand and implement the full cycle of performance management
- Set clear, measurable KPIs and SMART goals for individuals and teams
- Conduct effective performance reviews and provide constructive feedback
- Design learning and development plans that close skill gaps
- Integrate reward systems that balance financial and non-financial incentives
- Align performance, development, and reward with organizational strategy
- Foster a culture of accountability, recognition, and continuous improvement

WHAT YOU WILL LEARN

Day 1: Performance Management and Development

- Performance-management cycle and KPIs
- Key Performance Indicators
- Performance and Development Reviews
- Connections to Deliverables
- SMART goals and performance reviews

Day 2: Reward Strategy and Development Initiatives

- Employee development planning
- Differentiated Reward Strategy
- Recognition and organizational alignment
- Key Development Initiatives

METHODOLOGY

Well-balanced theoretical and practical methodology, which includes interactive discussions, case studies, interactive activities/exercises and assignments to understand the concepts and their applicability

EVALUATION CRITERIA

Participants must have attended the sessions **at least 80%** of the sessions in order to receive a CERTIFICATE from Asia Pacific Regional Hub – Corporate Training Division of EIU–Paris

SPECIAL FEATURES YOU WON'T FIND ANYWHERE ELSE ...

Discussions are based on extensive practical experience, not just theory. Engaging interactions characterize the training sessions from start to finish, keeping everyone involved in the learning process, and applying what is learned to real-life work situations and circumstances. Collaborative work is assigned for enhance learning and mastery of knowledge and/or skills.

FEE & PAYMENT

USD 1,099 / per person

Fee Includes:

- **2**-Day Training (Total 12 hours)
  - Time: 9.00 AM - 4.00 PM (1-Hour Lunch Break)
- Globally Recognized Professional Certificate
- Digital Training Resources
- Essential Stationery
- Tea/Coffee Breaks
- Working Lunches

**Note:* all other expenses are to be borne by participants.