



HR Strategy and Training

# Strategic Employee Performance Management

# Course Introduction

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**At Boost Consulting and Training**, our mission is to empower professionals with cutting-edge skills and knowledge. We envision a future where individuals and organizations thrive through continuous learning and development. This course aligns with our commitment to delivering high-quality, impactful training programs tailored specifically for HR professionals and managers.

## **Strategic Employee Performance Management™**

Strategic Employee Performance Management™ is designed to equip participants with the tools and techniques necessary to effectively manage employee performance in alignment with organizational goals. In today's competitive business environment, organizations must ensure that their workforce is motivated, skilled, and aligned with strategic objectives. This program addresses the unique challenges faced by HR professionals and managers in the UAE and globally, ensuring that participants can apply their learning across diverse industries.

This course covers key concepts such as performance planning, goal setting, feedback mechanisms, and performance appraisal systems. Participants will explore real-world applications of these skills through case studies, role-playing exercises, and interactive workshops. By the end of the program, participants will be able to confidently implement performance management strategies that drive employee engagement, productivity, and retention.

**Our training methodology** emphasizes hands-on learning, with **30% theoretical content and 70% practical activities**. Each day includes practical exercises, group discussions, and real-world examples to reinforce learning. Participants will also engage in a final workshop to demonstrate their skills and receive personalized feedback.

By investing in this program, organizations and individuals can achieve measurable improvements in employee performance, organizational culture, and overall growth. Whether you're an HR professional, team leader, or manager, this course will provide you with actionable insights to enhance your performance management expertise and drive success.

# Target Audience

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Who is this course for, and can benefit the most

- HR Managers and HR Business Partners overseeing performance management processes.
- Team Leaders and Managers responsible for employee evaluations and feedback.
- Talent Development Specialists focusing on employee growth and retention.
- Organizational Development Consultants designing performance frameworks.
- Business Owners seeking to enhance workforce productivity and engagement

## Learning Objectives

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**At the end of the training course, participants will be able to**

- Master the fundamentals of performance planning and goal setting to align employee performance with organizational objectives.
- Develop effective feedback mechanisms to improve communication and employee engagement.
- Learn how to design and implement performance appraisal systems that are fair and transparent.
- Apply practical strategies for managing underperformance and addressing workplace challenges.
- Enhance decision-making abilities by analyzing real-world performance management scenarios

## Course Outline

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### • 01 Day One

#### **Foundations of Performance Management**

- Introduction to performance management principles and their importance in organizations.

- Understanding the link between employee performance and organizational success.
- Key elements of effective performance management: planning, execution, and evaluation.
- Role of emotional intelligence in building trust and rapport with employees.
- Case Study: Analyzing a real-world performance management scenario.

## • 02 Day Two

### **Goal Setting and Feedback Mechanisms**

- Developing SMART goals for individual and team performance.
- Effective feedback techniques: constructive criticism and positive reinforcement.
- Handling difficult conversations and addressing underperformance.
- Creating a feedback culture: encouraging open communication.
- Practical Exercise: Simulating a feedback session role-play.

## • 03 Day Three

### **Performance Appraisal Systems**

- Designing fair and transparent performance appraisal systems.
- Tools and technologies for tracking and evaluating employee performance.
- Conducting performance reviews: best practices and common pitfalls.
- Closing the loop: creating actionable development plans.
- Workshop: Participants present their appraisal frameworks and receive feedback.

## • 04 Day Four

### **Real-World Applications in Performance Management**

- Managing remote and hybrid teams: adapting performance management strategies.
- Aligning performance management with organizational culture and values.
- Addressing diversity and inclusion in performance evaluations.
- Resolving conflicts through mediation and conflict resolution techniques.
- Case Study: Lessons from successful performance management initiatives in the UAE market.

## • 05 Day Five

### **Mastery and Final Workshop**

- Advanced strategies for driving employee engagement and retention.

- Building long-term performance frameworks through trust and transparency.
- Measuring performance management success: KPIs and metrics.
- Final Workshop: Participants simulate a full performance management process.
- Feedback and certification ceremony.

## Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
April 13, 2025	April 17, 2025	5 days	4250.00 \$	KSA - El Dammam
April 21, 2025	April 25, 2025	5 days	4950.00 \$	England - London
Sept. 15, 2025	Sept. 19, 2025	5 days	4950.00 \$	England - London
Nov. 3, 2025	Nov. 7, 2025	5 days	4250.00 \$	UAE - Dubai