



HR Strategy and Training

## **KPI Institute Certified Performance Management Professional (Live Online)**

## Course Introduction

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The Certified Performance Management Professional course approaches performance management as a key capability for successful organizations, as the backbone structure for strategy planning and execution. The training curricula is centered on the design of specific processes that support the growth of a performance culture, the measurement and reporting of performance for informed business decisions. The course is highly interactive and engages participants into real-life KPI usage scenarios, such as exploring potential causes for poor performance and creating a meaningful action plan or align strategic objectives to projects to create alignment between strategy and operations.

## Target Audience

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Who is this course for, and can benefit the most

### **Strategy and Performance Management Experts:**

Strategy Managers, Business Planning Specialists, Performance Measurement Specialists and independent Business Management Consultants have the opportunity to obtain a premium certification for their skills in the area of corporate and operational performance management. This course provides the opportunity to compare personal perspectives with best practices, to liaison with industry peers and to practice under the guidance of an experienced facilitator.

### **Executives and Managers:**

Professionals from all management levels, regardless of their specific industry or functional area, will benefit from this course as it provides the fundamental pillars, tools, and know-how to operate effectively a Performance Management System. They will learn how to make a better usage of performance management instruments, how to engage the key to building a result-oriented culture, and how to leverage data for better decision-making.

### **Professionals interested in Performance Management:**

Entrepreneurs, business analysts, and professionals from different fields have the opportunity through this course to better grasp the particularities of performance management and they can explore the application of key principles in their area of activity with the support of the training facilitator.

## Learning Objectives

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

- Identify the key competencies needed to build the internal performance management capability
- Design the main tools for a performance management architecture
- Use performance data to leverage decision making and execute strategy
- Improve the performance reporting process in the organization
- Nurture fundamental enablers for the growth of a result-oriented organizational culture

## Course Outline

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### • 01 Day One

#### **Introduction to Performance Management:**

- Key Performance Management Concepts
- Evolution of Performance Management
- Performance Management Frameworks
- Performance Management System Architecture

#### **Trends Shaping Performance Management Practices:**

- Digital Transformation
- Stakeholder Capitalism

- ESG & Sustainability
- Agility
- Resilience

## • 02 DAY TWO

### **Performance Management System Governance:**

- State of Performance Management Systems Worldwide
- Benefits of Having a Performance Management Office in the Organization
- Integration Performance Management Processes with Key Organizational Processes
- Best Practice Profile of the Performance Management Function
- Performance Management Implementation Business Case

### **The Performance Management Process:**

- Main Features of the Performance Management Process
- Performance Management System Governance Models
- Performance Reporting Requirements
- Management Reporting Structure
- Data Quality and Audit

## • 03 DAY THREE

### **Performance Management Tools:**

- Desired State of Evolution
- Strategy Map
- Performance Scorecard
- Performance Dashboard
- Performance Management System Integration

### **Performance Enablers:**

- Leadership and Communication
- People
- Organizational Environment
- Culture and Innovation
- Technology

## • 04 DAY Four

## **Learning and Improvement:**

- Framework for Continuous Improvement
- Performance Management System Optimization
- Improving Performance Results
- Learning and Improvement Techniques

## **Corporate Performance Management:**

- Performance Management System Evaluation
- Departmental Scorecard Development Process Map
- Departmental Scorecard Development RASCI Matrix
- Performance Management Tools and Initiatives
- Data Gathering and Reporting

### **• 05 DAY FIVE**

## **Departmental Performance Management:**

- Underperforming KPIs and associated problems
- Cause and Effect Analysis
- Drafting Improvement Initiatives
- Cascading Initiatives
- Key Initiative Performance Indicators
- Action Plan for Improvement

## **Individual Performance Management:**

- Agile Employee Performance Management
- Continuous Employee Performance Management Cycle
- Meetings and Check In Discussions
- Performance Matrix Analytics

# Confirmed Sessions

FROM	TO	DURATION	FEES	LOCATION
May 12, 2025	May 16, 2025	5 days	1500.00 \$	Virtual - Online
July 7, 2025	July 11, 2025	5 days	1500.00 \$	Virtual - Online
Oct. 20, 2025	Oct. 24, 2025	5 days	1500.00 \$	Virtual - Online