

## Performance Management Systems

2026 27 - 23  
Kigali (Rwanda)

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## Performance Management Systems

**R20268846 | Z3021423** **Location:** Kigali (Rwanda) **Fees:** 4200 GBP

### Why This Course

In a results-driven business environment, effective performance management is key to achieving organizational excellence and individual growth. Performance Management Systems enables leaders and HR professionals to design, implement, and sustain performance frameworks that align employee objectives with corporate strategy — driving accountability, engagement, and continuous improvement.

This program explores the full lifecycle of performance management, from goal setting and evaluation to feedback, development, and recognition. It combines strategy, behavioral science, and data analytics to help participants build systems that foster productivity, motivation, and organizational agility.

### What You'll Learn and Practice

By joining this program, you will:

- Understand the strategic role of performance management in organizational success.
- Learn to design performance systems that align individual goals with corporate strategy.
- Develop methods for setting SMART and cascading objectives.
- Build effective feedback, coaching, and appraisal mechanisms.
- Integrate data, analytics, and technology to measure and improve performance.
- Foster a performance culture that supports engagement and development.

### The Program Flow

#### Day 1: Foundations of Performance Management

- The evolution of performance management: from evaluation to empowerment.
- The link between performance, strategy, and culture.
- Core principles and components of modern performance systems.
- Case study: how leading organizations drive performance through culture alignment.

#### Day 2: Designing Effective Performance Frameworks

- Structuring a performance management cycle: planning, monitoring, reviewing, and rewarding.
- Setting SMART and stretch goals aligned with business objectives.
- Linking individual KPIs to strategic and team outcomes.
- Workshop: developing a performance framework for your organization.

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### **Day 3: Feedback, Coaching, and Continuous Improvement**

- The art of giving and receiving constructive feedback.
- Coaching for performance and career growth.
- Conducting effective performance conversations.
- Practical exercise: role-playing feedback and coaching scenarios.

### **Day 4: Measurement, Analytics, and Technology**

- Designing performance scorecards and dashboards.
- Integrating performance data with HR analytics and decision-making.
- Leveraging technology and digital tools for performance tracking.
- Group project: creating a performance analytics model using sample data.

### **Day 5: Building a Culture of High Performance**

- Embedding accountability, recognition, and engagement in performance systems.
- Linking performance to learning, rewards, and succession planning.
- Managing underperformance and driving continuous improvement.
- Action workshop: developing a performance culture transformation plan.

### **Individual Impact**

- Gain confidence in managing and evaluating performance effectively.
- Strengthen feedback, coaching, and leadership communication skills.
- Develop analytical and strategic thinking for performance decision-making.
- Enhance the ability to inspire and sustain high-performing teams.

### **Work Impact**

- Align individual and organizational performance for strategic success.
- Improve productivity, engagement, and talent retention.
- Establish transparent, fair, and data-informed performance systems.
- Build a sustainable culture of accountability and achievement.

### **Training Methodology**

This program combines strategic insights, behavioral models, and practical application to ensure measurable improvement in performance practices. Learning methods include:

- Interactive workshops and case studies from global organizations.
- Role-play sessions for feedback and performance conversations.
- Guided exercises in goal setting and performance analytics.
- Group projects focused on designing performance frameworks.
- Toolkits and templates for post-course implementation.

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## Beyond the Course

Upon completion, participants will be equipped to design and manage performance systems that drive excellence at both individual and organizational levels. They will leave ready to transform performance management into a continuous, data-driven, and empowering process — ensuring alignment, engagement, and sustainable results.

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