



Academy of Certified Human Resource Professionals

Regus Suites, 17th Floor, JKUAT Towers, Kenyatta Avenue,

P. O. Box 18582 - 00100, Nairobi, Kenya.

Tel: 020-5157034 | Mobile: 0722 300 245.

Email: admin@achrp.org | Website: <https://achrp.org>

IHRM ACCREDITATION NO.: C00259

NITA ACCREDITATION NO.: NITA/TRN/1234

Performance Management for HR Professionals

Start Date	End Date	Venue	CPD	Cost	Registration Link
19-08-2024	23-08-2024	Lake Naivasha Resort	6	60,000.00	Register Here

Introduction

Performance Management is ensuring that the employee and the organization are focused and aligned towards strategic priorities. This Performance Management training course will show you how to integrate Performance Objectives, Critical Success Factors and Key Performance Indicators into a performance management system applied by a highly skilled leadership, managerial, and supervisory team. This will enable the top-performing companies to not only develop future and existing leaders but also formulate robust performance management processes. This includes regular performance reviews and detailed appraisals, merit-based reward and recognition, staff development aligned with business needs, and defensible approaches to low or non-performance. Managers need to customize their strategies to each staff, whether developing stretched goals for over-performers or dealing with difficult and or low performing staff. The correct design and usage of SMART objectives also enable requisite to follow through and play an integral part in any performance management system. This course is developed after extensive research and is aligned to global best practices and benchmarks.

Objectives

The objective of the **Performance Management for HR Professionals** training is to;

- Discover the distinctions between Performance Appraisal & Performance Managements and understand how they complement each other.
- Discuss various appraisal methods to help us evaluate and provide feedback on performance effectively.
- Learn a systematic approach to writing performance and goals, ensuring they are specific, measurable, achievable, relevant, and time-bound (SMART).
- Explore valuable tips and best practices that will enhance our performance management skills and create a positive working environment.
- Gain an understanding of how KPIs can be used to measure performance and drive improvement.
- Delve into the common challenges faced during performance management and identify strategies to overcome them.
- Discover the potential sources of errors in the performance management process and learn how to minimize their impact.
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Target Groups

This training is suitable to a wide range of professionals but will greatly benefit;

DPNG

Den Gathitu

Secretary General

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