

## LIVE VIRTUAL Training Programme - we take training to YOU!

Designed and Delivered by:

**MR. JOEL FARNWORTH**

**Chartered Fellow CIPD**

### Areas of Expertise:

- Effective Leadership & People Management
- Strategic Human Resource Management

## PERFORMANCE, DEVELOPMENT & REWARD MANAGEMENT

This programme offers the opportunity for HR and Line Managers to learn best practices in the delivery of Performance, Development and Reward Management to businesses, teams and individuals. It is based on the practical experience of those executing and implementing these best practices and ensures that participants complete the programme with the knowledge of the approach and format that will work best for them and their organization but with the insight as to how to make these approaches work on a day to day basis.

Pro-active and Impactive Performance, Development and Reward Management are now at the heart of providing the employment experiences that gain the necessary commitment from all involved in delivering business strategy. This programme goes a long way to ensuring that the commitment can be attained.

## WHAT WILL YOU LEARN?

### Session 1

- Introductions, Objectives, Outline
- Context – Vision, Mission & Values
- Context – Strategic Intent and Plans
- Operating Plans and Performance Deliverables

### Session 2

- The Performance Cascade
- Key Performance Indicators (or Equivalent), Team & Individual
- Performance Development & Link to Learning/Talent
- Performance Assessment & Ratings

### Session 3

- Rewards, fixed V variable cash.
- Rewards, Paying to Market,
- Performance and Potential
- Rewards, Benefits – value and attractiveness
- Learning Transfer and Closure

**\*\*\*Date and Time: Customized as per Client Preference.**