CINPAA | INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

سينبا | التعاونية الدولية للتدريب والاستشارات



Training programme:

Developing and Implementing Effective Performance Management Systems

Delivered in several cities and dates

OUR INTERNATIONAL PARTNERS:

ISDE Law Business School High Performance Education
Higher Institute of Law and Business (ISDE)

Professional Development Institute
Professional Development Institute

Universidad Camilo José Cela
Camilo José Cela University

SEK EDUCATION GROUP

ISO 29993:2017 Learning services for non-formal education and training

ISO 9001:2015

Developing and Implementing Effective Performance Management Systems

About the programme:

This programme examines the development and implementation of performance management systems, connecting goal setting with the processes used to manage performance.

Objectives:

Developing participants' skills, knowledge, values and professional approaches in:

a. Develop and Implement Effective Performance Management Systems:

b. Learn how to develop and implement effective performance management systems.

c. Focus on goal-setting, appraisal methods, and feedback strategies to drive performance improvements.

d. Enhance Understanding of Performance Management Evolution:

e. Describe the evolution of performance management systems.

f. Explain the importance of psychological contracts in organizations and how they influence performance.

g. Address Modern Performance Management Challenges:

h. Use enhanced knowledge of today's performance management challenges.

i. Identify key components of evidence-based performance management.

j. Develop a Robust Performance Management System:

k. Develop a robust and effective performance management system.

l. Address underperformance within organizations.

m. Integrate Reward Strategies into Performance Management Systems:

n. Differentiate the importance of reward strategy and how it should be embedded into performance management systems.

Target audience:

a. HR directors who want to ensure organizational performance management aligns with organizational objectives.

b. HR professionals responsible for the design and implementation of performance management systems.

c. HR professionals who want to stay up-to-date with the latest developments in monitoring organizational performance.

Daily programme:

• Day 1: The evolution of performance management

a. The historical development of performance management systems and their purposes

b. Merit rating systems and traditional performance appraisal

c. Management by objectives (MBO) and result-based performance appraisal

d. The next phase in performance management: continuous conversations and agile goals

e. Case study: tracing how one organisation moved from annual appraisal to ongoing performance reviews

f. Day output: evolution map of the participant's current performance system

• Day 2: Issues in performance management

a. Factors influencing performance and the impact of psychological contracts

b. Fundamental problems in performance management and why systems lose credibility

c. System design considerations and the practical operation of the system

d. Evidence-based performance management: using data to test what works

e. Workshop: diagnosing weaknesses in an existing performance management system

f. Day output: system diagnosis with design and operation issues

• Day 3: Goal setting, feedback and performance reviews

a. Effective goal-setting techniques that link individual and organisational objectives

b. Providing constructive feedback and running 360-degree feedback processes

c. Conducting performance reviews and assessing performance fairly

d. Coaching for performance improvement and managing underperformance

e. Workshop: role play: a performance review conversation with an underperforming employee

f. Day output: goal and feedback templates for line managers

• Day 4: Managing organisational performance

a. The relationship between performance management and human capital management

b. Developing a high-performance culture across teams and units

c. Enhancing employee engagement through performance management practices

d. Linking performance management with reward systems and recognition

e. Case study: reviewing a reward link that undermined collaboration and redesigning it

f. Day output: principles for linking performance, engagement and reward

• Day 5: Developing and evaluating the system

a. The stages of development in performance management systems

b. Web-based performance management tools and the data they provide

c. The roles of HR and line managers in operating the system

d. Evaluating the effectiveness of performance management systems

e. Workshop: designing an implementation and evaluation plan for a revised performance system

f. Day output: performance management system implementation plan

Training methods and certificates:

Our programmes are built on modern pedagogy that combines theoretical knowledge with practical application, in line with participants' needs and the demands of the workplace. Methods include:

- **Interactive workshops:** analysis of real data and group discussions that strengthen practical understanding.
- **Case studies:** examples from international organisations that highlight real successes and challenges.
- **Realistic simulations:** participants train through professional scenarios that mirror real situations requiring decisions and situation management.
- **Advanced tools and technologies:** hands-on practice with up-to-date training software and tools suited to each field.

Certificates:

On successful completion, participants receive a certificate issued by CINPAA, a training institute officially registered in the European Union, Spain and the United Kingdom.

CINPAA - Cooperative International for Training and Consulting

Our programmes are delivered within academic and professional partnerships, cooperation agreements and memoranda of understanding with a number of academic and professional institutions, including:

- **Camilo José Cela University - Spain**
- **ISDE - Law & Business School - International**
- **Professional Development Institute - United Kingdom**

These partnerships aim to exchange expertise, develop training content and raise programme quality in line with international best practice.

Kind regards,
International Programmes Department
"CINPAA" INTERNATIONAL COOPERATIVE FOR TRAINING & CONSULTING

Course details and registration

Course Details | Registration

Programme	**Developing and Implementing Effective Performance Management Systems**	Course Title
Language	**English**	Course Language
Duration	**5 days**	Duration
Venue	**Several cities and dates – see the table below**	Venue
Financial offer	**Sent separately, according to the number of participants and the delivery conditions.**	Financial Offer

Registration and confirmation:

To register, please use one of the following:

a. Complete the programme request form on our website.

b. Or send an email from your training department.

c. Or a nomination letter from your organisation.

Send your confirmation by:

Email info@cinpaa.org

WhatsApp +34 635 867 686

Our team is ready to advise on accommodation and logistics before and during your stay.

Planned programme dates:

City	Dates
Cairo, Egypt	07 - 11 Dec 2026
Cairo, Egypt	01 - 05 Feb 2027
Madrid, Spain	03 - 07 May 2027
Barcelona, Spain	02 - 06 Aug 2027
London, United Kingdom	18 - 22 Oct 2027

The programme can be delivered in other cities and on other dates to suit your organisation, at the length you need. The cities are listed on the last page.

Cities where we deliver our programmes:

This programme can be delivered in any of the following cities, and elsewhere on request.

Albania Tirana, Saranda	**Australia** Sydney	**Austria** Vienna, Hallstatt, Salzburg / Zell am See	**Azerbaijan** Baku
Bahrain Manama	**Belgium** Brussels, Bruges	**Bosnia and Herzegovina** Sarajevo	**Canada** Toronto, Montreal
China Hong Kong, Shanghai, Beijing, Guangzhou	**Croatia** Dubrovnik	**Cyprus** Nicosia, Limassol, Larnaca	**Czech Republic** Prague
Egypt Cairo, Sharm El Sheikh, Alexandria, Hurghada	**France** Paris	**Georgia** Tbilisi, Batumi	**Germany** Munich, Berlin, Düsseldorf, Frankfurt
Greece Athens, Rhodes	**Hungary** Budapest	**Indonesia** Bali, Jakarta	**Ireland** Dublin
Italy Rome, Florence, Milan, Venice, Como	**Japan** Tokyo	**Jordan** Amman, Aqaba	**Kuwait** Kuwait City
Malaysia Kuala Lumpur	**Maldives** Maldives	**Mauritius** Mauritius	**Montenegro** Budva, Kotor
Morocco Casablanca, Marrakech, Tangier, Rabat	**Netherlands** Amsterdam	**Oman** Muscat, Salalah	**Philippines** Manila
Poland Krakow, Warsaw	**Portugal** Lisbon, Porto	**Qatar** Doha	**Russia** Moscow
Saudi Arabia Riyadh, Jeddah, Dammam	**Serbia** Belgrade	**Slovenia** Ljubljana	**South Korea** Seoul
Spain Madrid, Barcelona, Valencia, Alicante, Benidorm, Malaga / Marbella, San Sebastian, Granada, Cordoba, Canary Islands, Seville, Bilbao	**Switzerland** Geneva, Luzern, Zurich, Interlaken, Zermatt, Lugano	**Thailand** Bangkok, Phuket	**Tunisia** Tunis
Turkey Istanbul, Antalya, Trabzon, Bursa, Izmir, Bodrum, Antakya (Hatay)	**United Arab Emirates** Dubai, Abu Dhabi	**United Kingdom** London, Edinburgh, Manchester, Birmingham	**United States** Miami, New York, Los Angeles, Washington