

OFFICE

STR. CALOIAN JUDETU, NR.3A,
SECTOR 3, BUCURESTI, COD 031111

PHONE

+4 021 326 81 70

FAX

+4 021 326 81 70

EMAIL

INTERACT@I-INTERACT.RO

WEB

WWW.I-INTERACT.EU

ALIGNING COMPANY STRATEGY AND INDIVIDUAL OBJECTIVES™

Outcomes of the session:

- Awareness and understanding of the principles of an integrated performance driven company
- Enhance alignment of understanding of the key value drivers in the company
- An understanding of the link between company and individual performance management
- A revised blue print for future mapping exercises of the key value drivers and their performance indicators
- Equip delegates with the tools to access the strategic health of the company across different dimensions e.g. alignment and commitment, performance management and leadership etc.
- If needed to create an understanding of current individual performance management practices.

Day 1

Hours	Session	Activities / [Objectives]
09:00 10:30	Why performance management?	It is the basis for driving shareholder value It creates alignment and commitment within the organisation Know and drive the numbers
10:30 10:45	Coffee Break	
10:45 13:00	Integrated performance management – what does it mean?	The link with strategy and implementation of strategy Individual performance management and the link with company performance management

	Performance management – ensuring that the organisation is conducive for implementation	The strategic health check of the organisation The values Audit
13:00 14:30	Lunch Break	
14:30 16:00	Performance Management – back to basics	The performance Management Cycle Objectivity, SMART objectives etc. Dealing with Under-performance
16:00 16:15	Coffee Break	
16:15 17:30	Defining Key Performance Indicators – the process of ensuring alignment	Strategy maps Value chain analysis

Day 2

Hours	Session	Activities/ [Objectives]
09:00 13:00	<p>Defining Key Performance Indicators – the process of ensuring alignment (continue)</p> <p>Setting SMART objectives the basis for success</p> <p>Discussion about integrating the learnings into the organisation</p> <p>Close</p>	<p>Strategy maps Value chain analysis Case studies Practice</p> <p>Work on the company's specific materials</p> <p>Evaluation forms</p>