



Aligning Company Strategy and Individual Objectives™

Online programme

The programme allows participants to get awareness and understanding of the principles of performance management in order to have better organisational results. The specific objectives of the programme can be set based on a deeper needs analysis.

The solution proposed – Aligning Company Strategy and Individual Objectives™

In this course, we will present performance management instruments and strategies in order to gain a better understanding on how the individual performance is linked to the company's strategy and how to identify the key factors of performance.

Objectives

- 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

Agenda

Why performance management?

- Driving shareholder value
- Alignment and commitment within the organisation
- Know and drive the numbers

Integrated performance management

- 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

Performance management – back to basics

- The performance Management Cycle
- Objectivity, SMART objectives
- Dealing with Under-performance

Defining Key Performance Indicators – the process of ensuring alignment

- Strategy maps

- Value chain analysis
- Case studies
- Practice

Setting SMART objectives the basis for success

- Work on company's specific materials

Discussion about integrating the learning into the organisation

Logistic details

Group workshop that can be customised to the specific audience and goals of specific organisations.

Languages: English or Romanian

In class version

Duration: **2 days**

Number of participants: 6-12

Online version

Duration: **6 to 8 hours workshop, split in 2-hour sessions**

Number of participants: 6-12

Technology:

- Zoom – easy to use, interactive, visual; breaking rooms for group work, chat
- Mentimeter – for brainstorming and polling

Do you have questions about us?
Looking for solutions for your organisation?

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