

IPMA-HR Managing Employee Performance as a Human Resources Business Partner

GOAL AND OBJECTIVES

Goal of the Program:

Learn how to partner with supervisors and managers to effectively manage employee and organizational performance

Objectives of each Section of the Program:

Introduction

- Define performance management
- Assess the benefits of performance management to organizations and their employees

Human Resources as a Strategic Partner

- Understand the competencies needed to be a business partner and how to apply them

Opportunities to Partner in Performance Management

- Learn how to apply performance management in your organizations

Current Trends in Performance Management

- Learn what organizations perceive their performance management needs to be and what they are doing to satisfy them

Performance Appraisal Systems

- Learn about and evaluate various performance appraisal systems and their application in organizations.

Pay for Performance

- Learn about the advantages and disadvantages of pay for performance in public organizations

How to Change

- Learn how to partner with management in implementing a performance appraisal system

Sustaining Change

- Be able to evaluate the impact of the performance management systems on the accomplishment of organizational goals, and modify systems and applications if warranted

Planning

- Develop an action plan to partner with management in developing a performance management plan for your organization