



LIVE VIRTUAL – PERFORMANCE, DEVELOPMENT & REWARD MANAGEMENT

EXPERT / EXPERIENCED FACILITATOR



JOEL FARNWORTH

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Based in Bangkok, KF&A deliver a range of Strategy, Leadership and Advanced HR Services to clients in the Asia Pacific and MENA regions. Currently the Managing Partner, Joel previously enjoyed a 22year international HR career with HSBC, predominantly in Asia and including roles such as:

- Global Head of Talent, Learning and ODD
- Head of HR for Thailand, India and MENA
- Asia Pacific Training Adviser
- He has worked in 30+ countries with 50+ nationalities.

In both his permanent and consulting HR roles he has significant time in, and experience of, working with CEOs and Top Teams developing regional and local HR resources to deliver impactive services to international standards. Predominant focus on improving services that impact sustaining competitive advantage and business success – Strategic Advice, Performance, Rewards, Talent and ODD management. Emphasis also on the creation of appropriate key metrics to track progress and identify/action further improvement steps required. Essentially an agent and facilitator of change with an eye always on the output and impact of proposed and implemented improvements. Aided by his significant international and multi-cultural exposure, this has made him a sought-after HR adviser across the Asia region and beyond. On the Leadership and Strategy front his multi industry and geographic experience, combined with constantly updated research, has given him a proven approach to the development of today's and next generation leaders. Whether as a guest speaker or coaching 1:1 his incisive views of effective leadership and his counsel as to how this can be achieved continue to be requested from new and repeat clients alike.



CONTACT:



In addition to his MA in Management Learning, he holds Chartered Fellow status with CIPD and has had the benefit of significant personal development at such institutions as Michigan Business School and Roffey Park. He is accredited in the use of a number of assessment and development tools including De Bono's Six Thinking Hats, OPQ, PAPI and Myers-Briggs.

PROGRAMME OVERVIEW

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.

PROGRAMME OBJECTIVES:

Overall, the objectives of the programme is to raise the capability and confidence of all who attend to deliver a pro-active and impactful Performance, Development and Reward approach that delivers organization strategic success.

More detailed objectives are created for the content of each session and revolve around increased knowledge and understanding, practicing best practice application and gaining improved confidence through specific capability development.



CONTACT:



PROGRAMME OUTLINE

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

EVALUATION CRITERIA

Participants must have attended the sessions at least **66%** of the sessions in order to receive a CERTIFICATE from Bangkok School of Management.

SESSIONS DELIVERY METHODOLOGY

Well-balanced theoretical and practical methodology, which includes interactive discussions, case studies, interactive activities/exercises and assignments to understand the concepts and their applicability.

SPECIAL FEATURES

Discussions are based on extensive practical experience, not just theory. Engaging interactions characterize the training sessions from start to finish, keeping everyone involved in the learning process, and applying what is learned to real-life work situations and circumstances.



CONTACT:



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Note: *BSM confers Nationally Recognized and Internationally Accredited Certification. BSM Training programmes are duly accredited at Premier Status by ASIC (UK) – a U.K. Government-Recognized Accreditation Body*



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