

Kasemsri Farnworth & Associates

The International-local HR Consultancy in Thailand

PERFORMANCE, DEVELOPMENT AND REWARDS MANAGEMENT PROGRAMME

OVERVIEW:

The strategic alignment and engagement of a workforce has become a key competitive challenge for most organisations. This programme highlights what we have learned in terms of best practices and approaches that ensure strategic intentions are delivered (performance management) and at least one part of engagement is satisfied (rewards management).

With people increasingly choosing and re-choosing their employers an impactful approach in this key success area ensures HR adds considerable value to an organisation's long term success.

Performance Management is a learnable set of knowledge and skills (for Managers and HR alike) and there are better and worse ways to reward employees – particularly best employees. This programme helps all who attend develop these vital best practices.

The expectations on organisations to “get this right” continue to rise and the ability of the line manager and HR to work together

successfully is a significant contributor in delivering this increasing stakeholder demand

OVERALL OBJECTIVES:

At the completion of the programme participants will:

Have identified the criteria on which people choose and re-choose their employers and identified improvement areas for their own organisation to become and remain an “employer of choice”.

Have practiced and developed their capability and confidence to manage individual and business performance in line with strategic intent.

Have practiced and developed their capability and confidence to provide differentiated rewards based on performance and potential.

More specifically they will have:

Practised writing and delivering KPIs for a variety of roles within the context of AOP demands.

Gained greater understanding of the key aspects in conducting impactful performance and development reviews.

Identified best practice approaches to providing differentiated cash and benefit rewards based on business/individual performance.

Importantly, gained confidence to implement their learning back into their workplace.

METHODOLOGY:

The programme is conducted using a variety of learning methods so that participants learn about and practically experience these various approaches.

It is conducted from a very “hands-on” perspective and all aspects of the programme content are delivered with a view to their practical use on return to work.

Inputs, exercises, discussions, Q&As, case studies and known best practices form the back bone of the participants daily experience.

Substantial focus is placed on the learning transfer post the event to impact business progress and success.

DESIGN AND DELIVERY:

The programme is designed and delivered by Joel Farnworth, who holds an MA in Management Learning from CSML (UK) and is a Chartered Fellow CIPD.

Joel has spent some 25 plus years in various HR and Learning roles across Asia and beyond. His background roles include Global Head of Learning and Talent, HSBC and he is currently Managing Partner, KF&A, Thailand, with a regional learning remit.

He is a seasoned and well respected members of the learning community worldwide which is reflected in his oft requested design and delivery of such impactful programmes.

MODULE1 - DAY 1:

SESSION 1

Introductions, Context and Objectives

The importance of Performance and Reward Management to business/organisation success.

SESSION2

Mission, Vision, Values and Strategic Intent – The context for effective Performance Management.

SESSION3

Detailed Performance Management – KPI creation and cascade.

SESSION4

Continuous Performance Management – Performance and Development Reviews.

Connections to Learning and Talent Management.

MODULE2 - DAY 2

SESSION 1

Reward Management – The case for differentiated rewards.

Positives and Pitfalls

Paying to market

SESSION 2

Differentiated Cash – Salary. Bonus/Incentives.

Pay for Performance (Business Results and Pot Distribution)

SESSION 3

Benefits – key attraction or nice to have?

Recent trends in benefit provision

SESSION 4

Relevant HR Metrics – Performance and Rewards

Key data to track progress and improvement.

+

Learning Transfer