

Workshop on
Performance Management & Development

June 7-8, 2018
FORE Campus, New Delhi



Program Directors:
Prof. Sanghamitra Buddhapriya &
Prof. Prachi Bhatt



FORE SCHOOL OF MANAGEMENT, NEW DELHI

Performance Management & Development

INTRODUCTION

Effective performance of people and their development is an important tenet for any organisation. Performance management is a systematic process of promoting and improving employee effectiveness at workplace. It aims on the improvement, and development of talent to achieve high performance workforce. Performance management serves a variety of purposes for an organisation. In the context of the changing workplace attributes, it has become very pertinent for the HR managers to align organisational objectives with that of the employees' competencies, development plans and their performance. In the recent years, the process of managing people and their development has become more systematic and specialized. Owing to constant developments in this important area of HR management, researchers and practitioners need to develop a contemporary and comprehensive view of performance management.

OBJECTIVE

This workshop aims at understanding the relevance and meaning of performance management and development in the context of changing organisations. It addresses the efforts and the underlying objectives of becoming fully conversant with important aspects such as identification of KPIs, planning, monitoring and reviewing processes of performance, measures of performance, and the related. Also, it aims to provide a guideline to ensure an inspiring, engaging and developing workforce for effective performance.

CONTENTS

- Performance management driving high performance
- Importance of KPIs and Individual and Organisational goals.
- Performance management & talent management
- Methods of effective performance appraisal and development
- Application of Psychometrics in performance management
- Important tenets of research for both corporate and academia.
- Competency Framework and its application for performance enhancement
- Challenges & opportunities: Culture, 'Bell-curve', etc. & other contemporary issues

METHODOLOGY

The program would be delivered through a combination of interactive methods to help the participants gain insights on the topic. It may include Interactive sessions, Case studies, Role play, Self-assessment inventories, Expert interaction, etc.

WHO MAY ATTEND

The workshop caters to both members from the corporate and academia. The workshop would be useful for HR professionals, consultants, who are engaged in the practices of administering, monitoring and reviewing an organization's performance management systems.

The workshop is also aimed at faculty in OB&HR management, and researchers who are engaged in both practice or research in this area.

PROGRAM DATES AND TIMING

Dates : June 7-8, 2018
Timing : 9.30 AM – 5.30 PM

VENUE

FORE School of Management, B-18, Qutub Institutional Area, New Delhi - 110016

PARTICIPATION FEE

The participation fee on non-residential basis covering professional fee, program kit and lunch is as follows:

Corporates	:	Rs.8,000/- per participant
Faculty Members	:	Rs.5,000/- per participant
Research Scholars/Students	:	Rs.3,000/- per participant

In addition, GST @18% is payable. Fee is payable in advance by the way of Local cheque/DD in favor of "FORE School of Management" payable at New Delhi.

Residential – FORE School of Management shall provide assistance in arranging suitable accommodation on specific request on payment basis.

REGISTRATION

The registration form duly filled in along with the program fee should reach us at least 7 days before the commencement date of the program. In case of subsequent withdrawal or cancellation of registration no refund of fee will be allowed. However, substitute(s) may be permitted with prior intimation.

CERTIFICATE OF PARTICIPATION

The Institute will issue a certificate of participation on conclusion of the programme.

PROGRAM DIRECTOR

Prof. Sanghamitra Buddhapriya is a Professor in the Department of Organizational Behaviour and Human Resource Management at FORE School of Management, New Delhi. She received the University Gold Medal for securing First Class first Position in M.A in Personnel Management and Labour Welfare. She is a PhD from Faculty of Management Studies, University of Delhi. She received the Prestigious Shastri-Indo Canadian Faculty Research Fellowship and did her Post-Doctoral research from Mc Master University, Hamilton, Canada. She has more than twenty-one years of experience in teaching, research, training and consulting. Her research interest lies in mentoring relationship, diversity management, and gender issues in management, work-life balance, and stress at work. She has authored two books and published many research articles in referred national and international journals. Prof. Sanghamitra conducts open and in-company management development programmes across level for leading public and private sector organizations like Engineers India Ltd, Power grid, ONGC, NHPC, MMTTC, SAIL, THDC, NBCC, LNG Petronet, Sentiss Pharma, ITD Cementation to name a few. She enjoys conducting management development programmes on wide range of topics like leadership, team building, motivation, emotional intelligence, work-life balance, gender sensitivity, mentoring and coaching, interpersonal skills, managerial effectiveness, organizational culture, problem solving and decision making, creativity and innovation. She was selected as a resource person for training women civil servant on gender issues in management. She can be reached at: sanghamitra@fsm.ac.in.

Prof. Prachi Bhatt: Associate Professor in Organization Behavior & Human Resources Management at FORE School of Management. She is Ph.D and Masters in Human Resource Management (Gold Medalist). She has over 10 years of research, teaching and training experience. Her Ph.D. research deals with HRD paradigm shift in High Performing Organizations. She is certified in Negotiation Research and Teaching from one of the world's best Business Schools - Kellogg School of Management, Northwestern University, USA. She is an active participant in conferences & seminars and has papers to her credit published in National and International refereed journals. Effectiveness in Negotiation (also International context), Competency Mapping, Psychometric Research, HRM, HRD Paradigm Shift are her areas of interests. Her research experience and corporate association cover projects with ZydusCadila Healthcare Ltd., Ahmedabad, Gujarat Co-operative Milk Marketing Federation Ltd, Anand, and Indraprastha Apollo Hospitals, New Delhi. She has conducted MDPs for corporate executives in both public and private sector organizations including Power Grid Corporation of India Limited, ONGC Videsh Ltd., THDCIL, Idea Cellular Ltd, Apollo Tyres Ltd, De La Rue Cash Processing Solutions India Pvt Ltd, Uttarakhand Power Corp. Ltd and many others. She is also Head of Centre for psychometric Testing & Research (CPRT) at FORE. She can be reached at: prachi@fsm.ac.in

ABOUT THE INSTITUTE

FORE School of Management (FORE) has been established by the Foundation for Organisational Research and Education, a non-profit organization, with a mission “To achieve and sustain Leadership in Management Education, Research, Consultancy and Development”. FORE conducts following long-duration educational programmes:

- The PGDM & PGDM (IB) courses at FORE are AICTE (All India Council for Technical Education) approved and accredited by National Board of Accreditation (NBA).
- The PGDM courses are equivalent to MBA. Equivalence permission is granted by Association of Indian Universities (AIU).
- FORE is rated as A*** by CRISIL in Delhi-NCR region and A** on national level.
- FORE has been awarded “SAQS Accreditation” by Association of Management Development Institutions in South Asia (AMDISA).
- FORE has set up a state-of-the-art Studio at its Campus to conduct Online Executive Education Programmes for Working Professionals and has been successfully conducting variety of such online certification courses.



Eminent academicians with many years of experience and experts from industry, recognized nationally and internationally, constitute faculty at FORE. FORE has in-house training facilitators in the field of Communication, OB & HR, Finance, Operations, Marketing, IT, International Business and Strategic Decision Making.

With a sharp focus on Management Education, Executive Education Programmes/MDPs, Consulting and Research, FORE stands amongst the Top Business Schools in the country.

FORE conducts Management Development Program/Faculty Development Programs to equip managers/faculty members with knowledge, skills and attitudes required for effectively responding to global developments and competitive requirements. Our MDPs/FDPs are designed with an appropriate blend of conceptual and experiential learning. Apart from open programs, FORE conducts customized In-Company Programs tailored to suit organization's needs on topics/areas specifically required by an organization. These Management Development Programs (MDPs) are either custom-designed to suit client requirements or are offered by faculty on a specific theme to meet various client needs.

For registration/any other information, please contact:

Executive Education Office

FORE School of Management

Adhitam Kendra

B-18, Qutub Institutional Area, New Delhi 110016.

Phone: (011) 2685 6301 (Direct), 4124 2424-33 (Extn. 471 & 498)

E-mail: exed@fsm.ac.in, Website: www.fsm.ac.in



FORE School of Management
Workshop on
Performance Management & Development
June 7-8, 2018, FORE Campus, New Delhi
Registration Form

Name:

Designation:

Institution:

Address:

Phone (O):

Residence:

Mobile:

Email:

Fax:

Your expectations from the programme:

Payment Details: (Please tick appropriate and fill)

- Payment enclosed (Local cheque/DD No: _____ Date: _____
Amount: _____)
- Payment is under process and will reach you before the programme

Signature of Sponsor

**(Please return the completed form by post, or
email: exed@fsm.ac.in:**

**Executive Education Office
FORE School of Management
B-18, Qutub Institutional Area
New Delhi 110 016**

Note: Please feel free to make copies of this form for additional registrations.