

Our other
Management Development Programmes

Sl. No.	Programme Title	Dates
1.	Leveraging Social Media for Business Intelligence	April 29, 2019
2.	Performance Management-Current Trends and the Future	May 6, 2019
3.	Effective Purchasing Skills and Strategic Sourcing	May 23-24, 2019
4.	Understanding Sales and Distribution Analytics	June 10-11, 2019
5.	Banking Analytics using R	June 17-18, 2019
6.	Advanced Excel Training	June 27-28, 2019
7.	Train the Trainer	July 8-9, 2019
8.	Data Analytics for Expanding Markets	July 18-19, 2019
9.	HR Analytics	July 22-23, 2019
10.	Developing an Intrapreneurial Mindset for Effective Leadership	July 29-30, 2019
11.	Effective Communication for Women in the Workplace	August 8-9, 2019
12.	Finance for Women Executives	August 26-27, 2019
13.	Decision Making Techniques for Managers	September 2-3, 2019
14.	Effective Communication and Presentation Skills	September 12-13, 2019
15.	Effective Negotiation Skills	September 18-20, 2019
16.	Introduction to Intellectual Property Rights	October 14, 2019
17.	Project Management	October 21-22, 2019
18.	Retirement Planning for Middle Level and Senior Executives	November 4-5, 2019
19.	Building leadership potential of Women Professionals	November 7-8, 2019
20.	Marketing Analytics	November 14-15, 2019
21.	Aligning CSR with Sustainable Development Goals : Strategy Formulation, Implementation and Impact Assessment	November 18-19, 2019
22.	Financial Strategies for Value Creation	November 21-22, 2019
23.	The New Indian Consumer: Winning Concepts and Practices	November 29, 2019
24.	Deep Learning-Foundation and Advances	December 9-11, 2019
25.	Enhancing Assertiveness & Positive Attitude	December 12-13, 2019
26.	Managerial Leadership and Team Building	December 16-17, 2019
27.	ISO 27001:2013 Lead Implementer Course	January 9-10, 2020
28.	Enhancing your Personal Brand	January 16-17, 2020
29.	Enterprise Risk Management	January 30-31, 2020

ABOUT THE INSTITUTE

FORE School of Management (FORE) has been established by the Foundation for Organisational Research and Education, a non-profit organisation, with a mission "To achieve and sustain Leadership in Management Education, Research, Consultancy and Development".

Programmes and Accreditations:

- The PGDM, PGDM (IB) & PGDM (Financial Management) courses at FORE are AICTE (All India Council for Technical Education) approved.
- The PGDM and PGDM (IB) courses are accredited by National Board of Accreditation (NBA).
- The PGDM and PGDM (IB) courses are equivalent to MBA. Equivalence permission is granted by Association of Indian Universities (AIU).
- 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 MDPs to equip managers with knowledge, skills and attitudes required for effectively responding to global developments and competitive requirements. Our MDPs are designed with an appropriate blend of conceptual and experiential learning. Apart from open programmes, FORE conducts customized In-Company Programmes tailored to suit organisation's needs on topics/areas specifically required by an organisation. These Management Development Programmes (MDPs) are either custom-designed to suit client requirements or are offered by faculty on a specific theme to meet various client needs.

For 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

Management Development Programme

on

Performance Management - Current Trends and the Future

May 6, 2019

FORE Campus, New Delhi

Programme Director:
Prof. Neeraj Kumar



Imparting Knowledge for Exploring New Horizons

DESIGNED BY: ALPS PRINTERS



FORE School of Management
New Delhi

Introduction

Surveys after surveys point out the priority that leading organisations worldwide are attaching to revamping and redesigning all aspects of the performance management system. An overwhelming number of organisations cutting across nations and continents have either revamped their system or are in the process of doing so within the next few years. The evolving nature of both work and workforce is driving this urgency to reinvent Performance management. CEOs, CHROs are increasingly trying to find alternatives to systems that are burdensome to implement and, do not seem to impact individual development or organizational effectiveness. This programme focuses on changes that organisations have carried out in design and implementation of performance management.

The best known MNCs in the world have started to move away from the traditional annual, rating based performance review model. The leading Indian organisations have also either followed or are looking for alternatives that are focused on development yet able to differentiate performance through sophisticated calibration. The dynamic business environment and changing demographics are driving organisations to look at more effective ways to manage performance.

This fast paced program will look at the fundamentals of performance management as it exists today, explore state of the art in current practices and then outline the possible directions that performance management might take in the light of current challenges.

Objectives

After attending this program you should be able to:

- Clearly explain the main components of Performance Management System that are in vogue currently
- Compare the industry best practices in the areas of goal setting, linking performance to development, having candid feedback and calibration
- Articulate the current challenges and future direction that performance management is headed towards

Contents

- Understanding Performance Management System
- Performance Planning, Performance Review, Performance Counselling and Performance Development
- Challenges with the traditional system - ranking/rating, linkages with rewards, ritualistic processes, ownership
- Recent changes by some of the leading organisations in the world
- Challenges, dilemmas and future directions

Who Should Attend

The program is designed to appeal to middle to senior level managers, heads of departments, functions or organisations. HR professionals from all levels will find the programme thought provoking and useful.

Duration & Venue

Dates: May 6, 2019

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

Fee

Non-residential: Rs. 8,000 per participant (plus GST @18%) covering professional fee, programme kit and tea/lunch.

Residential: Rs. 16,000 per participant (plus GST @18%) covering professional fee, programme kit and boarding and lodging (air conditioned single room) at Hotel Residency Resorts (P) Ltd./Qutab Residency, New Delhi or equivalent from **noon of May 5, 2019 till noon of May 7, 2019.**

Discounts

- Early bird discount of Rs. 1,200 per participant for nominations received on or before April 29, 2019.
- One complimentary nomination on non-residential basis for every group of three nominations from the same organization, i.e., 3+1 participants for the fee of 3 participants.

Fee is payable in advance by way of Local Cheque / DD in favor of "FORE School of Management" payable at New Delhi. You can also make online payment of fees by logging on to FORE website <http://www.fsm.ac.in/open-mdp-calendar-2019-2020>

Registration

The registration form duly filled in along with the Programme fee should reach us at least 7 days before the commencement date of the Programme. You can also register & pay online by logging on to FORE website <http://www.fsm.ac.in/open-mdp-calendar-2019-2020>. 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 issues a certificate of participation on conclusion of the programme.

Faculty

The faculty members of the Institute will take the programme sessions, except for a few sessions that may be taken by guest speakers.

Programme Director

Prof. Neeraj Kumar, Professor (OB & HR): is a graduate in Physics from Delhi University, PG Diploma in LSW from Calcutta University and PGDM (HRM & Finance) from FORE School of Management. Prof. Neeraj Kumar has 33 years of Industry experience with 23 years in Steel Authority of India Ltd in the HRM function, 4 years as a freelance consultant and the balance in teaching. His experience in industry includes all major functions of HR like Industrial & Employee Relations, Performance Management, Strategic HRM and Organization Development. He has handled large scale systemic changes that have given him insight into human behavior, management of change and handling of resistance to change. A 'trained trainer', Prof. Neeraj Kumar has used his long experience in industry to design and deliver management development programmes in leading private and public enterprises like Xansa, SAIL, Bharti Airtel, BALCO, HINDALCO, METSO Minerals, Punj Lloyd, Daewoo Motors, NTPC, Motherson Sumi Systems, Capgemini, PGCIL, GAIL India, Engineers India, Wockhardt, Maruti Udyog, Siemens, Perot Systems etc. He has logged in more than 2000 hours training Managers from industry on programmes relating to Leading, Teaming, Communicating and other Soft Skills (like Inter and Intrapersonal Effectiveness, Handling Conflicts, Managing Emotions, Negotiating, Adapting to Change) etc. He can be reached at: <neeraj@fsm.ac.in>.

FORE School of Management
Management Development Programme

Performance Management - Current Trends and the Future

May 6, 2019
Registration Form

Name: _____

Designation: _____

Organisation: _____

Office Address: _____

Phone: Office _____

Mobile: _____

Email: _____

Fax: _____

Your expectations from the Programme: _____

Residential / Non Residential _____

Payment Options

Online Payment

Programme fees can be paid through credit / debit card / net banking. Please logon to FORE website <http://www.fsm.ac.in/open-mdp-calendar-2019-2020> for online registration and payment.

Offline Payment

Programme fees can be paid through Local Cheque / DD
If attached please give details

Local cheque / DD No. _____ Date _____ Amount _____

Signature

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

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.