



MDP on Emerging Trends in Performance Management 18 November 2021

PROGRAM DIRECTOR: DR. PRIYANKA JAISWAL

The Indian Institute of Foreign Trade (IIFT) was set up in 1963 by the Government of India as an autonomous organization to help professionalize the country's foreign trade management and increase exports by developing human resources; generating, analyzing and disseminating data; and conducting research. The Institute visualizes its role as a catalyst for new ideas, concepts and skills for the internationalization of the Indian economy. IIFT is also a primary provider of training and research-based consultancy in the areas of international business, for the corporate sector, Government and the student community, at large.

In the current business scenario Performance Management System (PMS) has become imperative and considered as the most crucial component in organizations. It is one of the integrated approaches to delivering sustained success to organizations by increasing the workforce performance by developing the capabilities of groups and individual. Organizations' always try to maintain the culture of setting clear expectations for organizational performance. Performance measures help organization to align daily activities to strategic objectives. Key performance indicator (KPI) has become a significant component to measure the person's performance. Good KPIs are specific, measurable, aligned to the organizational vision, and provide the impetus to shape strategies and plans.

This training program provides a comprehensive and focused understanding of performance management system. And the program also equips managers with knowledge and skills essential to the development process of Key Result Areas (KRAs) and Key Performance Indicators (KPIs). The approach is one of skill development - as participants are encouraged to try themselves, different techniques of SMART goal setting related to KPI and KRAs, in order to facilitate knowledge transfer in the actual work setting. Moreover, this programme also focuses on various types of performance management systems such as performance based, competency based and value-based system.

Program Contents:

- Understanding Performance Management System
- To develop SMART goals, KPIs and KRAs
- To develop various performance matrices
- To design effective performance management systems, matching with organizational requirements
- Performance Reporting System
- Performance appraisal: objectives, dilemmas and issues
- Performance feedback and counselling

PROGRAM PEDAGOGY

The pedagogical mix for the program will be a combination of lectures, interactive and simulation exercises for learning and conceptual understanding.

WHO SHOULD ATTEND?

Executives and Managers of all levels

HOW TO REGISTER: Please send email with nominations to richa@iift.edu. Online registration facility may also be availed by visiting this link <http://docs.iift.ac.in/pilotweb/mdp/>

PROGRAMME DURATION: 1 DAYS

PROGRAM FEE: for online Rs. 7500/- (+ 18% GST). for offline Rs. 10000/- (+18% GST)

The Mode of Conduct of Programme (Offline/Online) will be decided by the institute depending upon the Covid-19 Situation.

DISCOUNT: There is a 10% discount on nomination of 5 candidates from the same organization. The payment can be made through NEFT (Indian Bank, A/c No.767635122, IFSC Code-IDIB000M089). or through DD/cheque in favour of Indian Institute of Foreign Trade, New Delhi. Please provide the transaction details (UTR No./transaction ID and date of transaction etc. in case of online/NEFT details)

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