



*Training Course:
Advanced Performance Management and
Excellence Strategies*

*3 - 7 November 2025
Kigali (Rwanda)*

Training Course: Advanced Performance Management and Excellence Strategies

Training Course code: MA235564 From: 3 - 7 November 2025 Venue: Kigali (Rwanda) - Training Course Fees: 5950 € Euro

Introduction

This 5-day training program is designed to provide senior leaders and managers with advanced techniques in performance management to drive organizational excellence. The program focuses on enhancing performance management systems, optimizing team productivity, aligning individual goals with strategic objectives, and implementing best practices for continuous improvement. By the end of the course, participants will have the tools and insights needed to establish a culture of excellence and high performance within their organizations.

Target Audience

- Senior leaders and executives
- Department heads and division managers
- Performance and talent management professionals
- Organizational development and HR leaders

Objectives

- Master advanced performance management techniques that promote organizational excellence.
- Align performance management systems with strategic goals and objectives.
- Learn how to set, monitor, and evaluate key performance indicators KPIs.
- Develop strategies to enhance employee engagement and productivity.
- Implement continuous improvement practices to drive long-term success.
- Gain insights into fostering a culture of high performance and accountability.

Training Program Outline

Day 1: Strategic Alignment in Performance Management

- Overview of advanced performance management principles and frameworks.
- Aligning performance management systems with organizational goals and strategy.
- Establishing clear performance expectations at all organizational levels.

- Linking individual performance to organizational success.
- Case studies: Effective strategic alignment in high-performing organizations.

Day 2: Key Performance Indicators and Metrics for Excellence

- Developing, tracking, and evaluating key performance indicators KPIs.
- Creating performance metrics that drive business outcomes.
- Using data analytics to assess performance and identify improvement areas.
- Tools and techniques for monitoring real-time performance.
- Hands-on exercise: Defining and setting KPIs for various departments.

Day 3: Driving Employee Engagement and Productivity

- Understanding the link between employee engagement and performance.
- Strategies for fostering a high-performance culture through engagement.
- Techniques for coaching, mentoring, and motivating teams to exceed performance goals.
- Managing underperformance: Tools for corrective action and improvement.
- Group discussion: Sharing strategies for enhancing productivity in the workplace.

Day 4: Continuous Improvement and Innovation in Performance Management

- Implementing continuous improvement frameworks Lean, Six Sigma, etc. in performance management.
- Encouraging innovation and creative problem-solving to enhance performance.
- Integrating performance feedback loops to drive ongoing improvements.
- Best practices for sustaining performance excellence over the long term.
- Workshop: Building a continuous improvement plan for your organization.

Day 5: Leadership Excellence and Building a Culture of Accountability

- The role of leadership in performance management excellence.
- Building a culture of accountability and ownership at all organizational levels.
- Developing leadership skills to drive team performance and organizational success.

- Communicating performance expectations and feedback effectively.
- Final exercise: Creating an action plan for implementing performance excellence strategies in your organization.

Registration form on the Training Course: Advanced Performance Management and Excellence Strategies

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