



*Training Course:
Advanced Performance Management and
Excellence Strategies*

*7 - 11 September 2026
Barcelona (Spain)*

Training Course: Advanced Performance Management and Excellence Strategies

Training Course code: SC235550 From: 7 - 11 September 2026 Venue: Barcelona (Spain) - Training Course Fees: 6300 € Euro

Introduction

In today's highly competitive business environment, organizations that excel in performance management are better positioned to achieve sustainable success and maintain a competitive edge. Effective performance management is not just about assessing employee performance; it's about creating a strategic framework that aligns individual and team efforts with the organization's broader objectives. This alignment fosters a culture of continuous improvement, operational excellence, and long-term success.

The "Advanced Performance Management and Excellence Strategies" program is designed to equip senior leaders, managers, and HR professionals with the advanced tools and methodologies necessary to build high-performance cultures. Participants will learn how to design performance management systems that not only evaluate and enhance employee performance but also drive organizational excellence through strategic alignment, clear goal-setting, and continuous feedback.

Throughout the program, participants will explore key concepts such as the development of Key Performance Indicators KPIs, the integration of performance management systems with business strategies, and the critical role of leadership in fostering a high-performance culture. Additionally, the program emphasizes practical techniques for coaching, providing constructive feedback, and implementing performance appraisals that lead to real improvements in employee productivity and engagement.

By attending this program, participants will gain deep insights into how to transform their organizations' performance management practices to promote excellence. The course also covers cutting-edge strategies for operational excellence and continuous improvement, allowing participants to not only meet but exceed their performance goals.

This program is designed for professionals looking to elevate their performance management approach from basic evaluation to a sophisticated, results-driven process that can improve organizational outcomes and drive lasting change.

Objectives

- Understand the principles of advanced performance management and its role in achieving organizational excellence.
- Develop key performance indicators KPIs and measurement tools to assess individual and team performance.
- Implement performance management systems that align with business strategy.
- Learn to drive employee engagement and foster a high-performance culture.
- Utilize feedback, coaching, and appraisal techniques to improve performance.
- Explore strategies for continuous improvement and operational excellence.

Target Audience

- Senior managers and executives responsible for driving organizational performance.
- HR and performance management professionals seeking advanced strategies.
- Department heads, project managers, and team leaders aiming to enhance team performance.
- Professionals involved in organizational development and performance improvement initiatives.

Outlines

Day 1:

Strategic Performance Management

- Introduction to advanced performance management principles.
- Linking performance management to strategic objectives.
- Defining excellence in performance management.
- Aligning individual and organizational performance goals.

Day 2:

Designing Performance Management Systems

- Key elements of performance management systems.
- Identifying and setting Key Performance Indicators KPIs.
- Performance scorecards and dashboards.
- Tools and software for performance tracking.

Day 3:

Enhancing Employee Engagement and Motivation

- Creating a culture of high performance.
- The role of employee engagement in performance excellence.
- Techniques for enhancing employee motivation and accountability.
- Performance-related rewards and recognition strategies.

Day 4:

Performance Appraisal, Feedback, and Coaching

- Conducting effective performance appraisals.
- Using feedback as a tool for performance improvement.
- Coaching techniques to enhance individual and team performance.
- Handling performance-related conflicts and challenges.

Day 5:

Continuous Improvement and Operational Excellence

- Strategies for continuous improvement in performance management.
- Implementing best practices for operational excellence.
- Case studies of high-performing organizations.
- Action planning for applying performance excellence strategies in participants' organizations.

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

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