



*Training Course:
Performance Management & KPI Development*

*22 - 26 November 2026
Dubai (UAE)*

Training Course: Performance Management & KPI Development

Training Course code: HR236558 From: 22 - 26 November 2026 Venue: Dubai (UAE) - Training Course Fees: 5200 € Euro

Introduction

This training program, Performance Management & KPI Development, is designed by Global Horizon Training Center GHTC to provide HR professionals, managers, and organizational leaders with the knowledge and practical skills required to design, implement, and continuously improve performance management systems that drive organizational excellence. The program focuses on developing meaningful Key Performance Indicators KPIs, aligning individual and departmental performance with strategic objectives, enhancing employee performance through effective coaching and feedback, and utilizing performance data to support informed decision-making and continuous improvement.

Objectives

By the end of this program, participants will be able to:

- Understand the principles of strategic performance management.
- Design and develop effective Key Performance Indicators KPIs.
- Align individual, departmental, and organizational performance objectives.
- Implement competency-based performance management systems.
- Conduct objective performance evaluations and appraisal discussions.
- Utilize performance data and dashboards for decision-making.
- Apply coaching and feedback techniques to improve employee performance.
- Develop action plans for continuous performance improvement.

Course Methodology

The program combines practical and interactive learning methods, including:

- Interactive presentations
- Group discussions
- Practical KPI development workshops
- Case studies and organizational examples

- Performance evaluation simulations
- Individual and team exercises
- Action planning sessions

Organizational Impact

Upon completion of this program, organizations will benefit from:

- Improved organizational performance and accountability
- Better alignment between strategy and operational execution
- Consistent and objective performance evaluations
- Increased employee engagement and productivity
- Enhanced decision-making through performance analytics
- Stronger performance culture across the organization
- Continuous improvement and organizational excellence

Target Audience

This program is designed for:

- HR Directors and Managers
- Performance Management Specialists
- HR Business Partners
- Department Managers and Supervisors
- Organizational Development Professionals
- Team Leaders
- Strategy and Planning Professionals
- Professionals responsible for developing and monitoring KPIs

Course Outline

Day One: Foundations of Performance Management

- Introduction to performance management systems
- Strategic performance management principles
- Aligning organizational strategy with employee performance
- Performance management frameworks and best practices
- Roles and responsibilities in performance management
- Building a high-performance culture
- Common challenges in performance management

Day Two: KPI Design and Development

- Understanding Key Performance Indicators KPIs
- Characteristics of effective KPIs
- Leading and lagging performance indicators
- Developing SMART KPIs
- Cascading KPIs across the organization
- Departmental and individual KPI development
- KPI documentation and governance

Day Three: Performance Measurement and Evaluation

- Monitoring employee and organizational performance
- Performance appraisal methods
- Competency-based performance assessment
- Conducting objective performance reviews
- Performance rating systems
- Managing underperformance
- Documentation and reporting of performance results

Day Four: Performance Improvement and Employee Development

- Coaching for performance improvement
- Delivering constructive feedback
- Performance improvement plans PIPs
- Employee engagement and motivation
- Linking performance to learning and development
- Reward and recognition strategies
- Managing high performers and succession readiness

Day Five: Performance Analytics and Continuous Improvement

- Performance dashboards and HR analytics
- Measuring KPI effectiveness
- Data-driven performance decision-making
- Digital performance management systems
- Continuous performance monitoring and review
- Developing a Performance Management and KPI Implementation Roadmap
- Course review, action planning, and best practices

Registration form on the Training Course: Performance Management & KPI Development

Training Course code: HR236558 From: 22 - 26 November 2026 Venue: Dubai (UAE) - Training Course Fees: 5200 € Euro

Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

Delegate Information

Full Name (Mr / Ms / Dr / Eng):
 Position:
 Telephone / Mobile:
 Personal E-Mail:
 Official E-Mail:

Company Information

Company Name:
 Address:
 City / Country:

Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng):
 Position:
 Telephone / Mobile:
 Personal E-Mail:
 Official E-Mail:

Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
- Please invoice my company

Easy Ways To Register

Telephone:
+201095004484 to
provisionally reserve your
place.

Fax your completed
registration
form to: +20233379764

E-mail to us :
info@gh4t.com
or training@gh4t.com

Complete & return the
booking form with cheque
to: Global Horizon
3 Oudai street, Aldouki,
Giza, Giza Governorate,
Egypt.