



# PERFORMANCE MANAGEMENT TRAINING FOR EXECUTIVES & HODS



## Background

*'Leaders who are clear about their company's reason for being (purpose) and who define what "good corporate citizens" look like (values); are able to deliver and sustain both performance and employee satisfaction over time.'*

Building a high-performance culture starts with a clear connection between purpose and performance. An organization's purpose is founded on its 'reason for being'.

High performance is an outcome of a culture founded on purpose and values. The alignment between purpose and performance empowers leaders to take values-based approach to performance management. For example, good performance conversations begin with purpose and connect to performance. The same can be true for other components of performance management, such as goal setting, performance reviews and the link to reward.

### Program Details

**Date & Time:** 27th August 2022 (9.30am to 4.45pm)

**Venue:** Hotel Mulberry, Thamel, Kathmandu

**Target Audience:** Executives and HoDs

# Program Details

## Program Content:

- Mindset
- Alignment of Performance & Development with Organization's Strategic Objectives
- Tools and Approach for Agile Performance Management
- High-Performance Culture

**Program Delivery Method:** Slides and Video Presentation, Individual Assessments and Group Work / Presentation, Hands-on Exercise

<b>Time</b>	<b>Content Details</b>
9.30am-11.00am	<ul style="list-style-type: none"><li>• Welcome, Objectives &amp; Expectations</li><li>• What does 'Performance' looks like? 10:30 Self-Assessment: Growth – Fixed Mindset</li><li>• What Growth Mindset got to do with Agile Performance Management?</li></ul>
<b>11am-11.15am</b>	<b><i>Tea/Coffee &amp; Cookies Break</i></b>
11.15am-12.45pm	<ul style="list-style-type: none"><li>• Group Work: Is your current Performance Management System and Development Programs aligned with Organization's Purpose / Strategic Objectives?</li></ul>
<b>12.45pm-1.30pm</b>	<b><i>Lunch Break</i></b>
1.30pm-3.00pm	<ul style="list-style-type: none"><li>• Conceptual Difference in Traditional and Agile Performing Culture</li><li>• Video Presentation: Dabba Walas (Amazing Meal Delivery in India)</li><li>• Three Core Values of Agile Performance Management System</li><li>• Group Work/Presentation: What Changes it require, in your Organization/Department to foster agile performing culture?</li></ul>
<b>3.00pm- 3.15pm</b>	<b><i>Tea/Coffee &amp; Cookies Break</i></b>
3.15pm-4.45pm	<ul style="list-style-type: none"><li>• Tools for Agile Performance Management System (OKRs – KPIs – KRAs) and its Objectives</li><li>• Regular Communication Approach in Performance Management System (Regular 1:1, Daily Stand-Ups, Coaching, Mentoring, Regular Performance Conversation)</li><li>• Alignment with Employee/Team Development Programs with Regular Performance Conversations</li><li>• Reflections and Program Summary</li></ul>

## Facilitator's Profile



### **Mr. Arun Basnet**

#### ***An Australian Certified Trainer & Assessor***

Mr. Basnet started his people and performance management journey in his early 20s with McDonald's Australia when he was promoted to Management Cadre. Managing his fast-paced working environment where his team and daily shift used to get evaluated on

an hourly basis. Later in 2003, introducing Social Franchising Model in Nepal through PSI/Nepal; Arun had to develop and manage a Performance Management Framework to evaluate owners and service providers of pharmacies across Nepal including his core program team to bring a positive impact on reproductive health services of Nepal.

Retail, Sales, Sales & Distribution and E-Commerce are some of the areas, Mr. Basnet has been actively engaged with businesses of Nepal since 2015 developing their Performance and Development elements aligning with their organizational strategic goals.

Organizational Development and Learning & Development have been Mr. Basnet's core expertise while providing his consulting services to corporates and non-profit organizations.

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