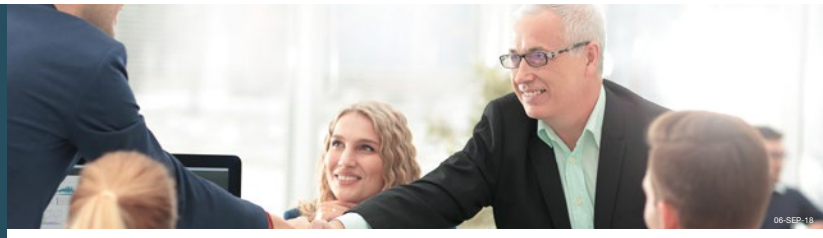
Anderson
Executive Development Centre



Effective Performance Management Systems

Impact of Emotional Intelligence, Change & Talent Management, and Succession Planning

Date	Venue	Fees
02 - 06 Dec 2018	Abu Dhabi	$4,950

Training Course Overview

Why 80% of organisations fails to execute their strategies?

This Anderson training course provides an effective way of understanding some of the most important barriers to successful execution of organizational strategies. One of the main reasons is **lack of understanding of Employees Behaviors and their resistance to change.** This course will provide an opportunity for all Human Resources Professionals and Leaders to learn how to **implement effective Performance Management Systems in their organizations and its impact on employees in terms of the development of its Human Capital**, which is the foundation for success and good performance. This requires an understanding of the human behavior of the employees in the organization by tackling the Emotional Intelligence concept. The Human Capital is the Intangible Asset of any organization and it is absolutely vital to be effectively managed. Organizational investment in people requires a focus on Developing, Retaining, Motivating and Implementing a Career Path System through Succession Planning.

This highly interactive and intensive training course will introduce delegates to a very powerful Modules and Tools that focus on those four important pillars of Human Resources Management.

Designed for

This Anderson training course is designed for a wide range of professionals but will greatly benefit:

- HR Managers
- All personnel involved in developing and implementing Performance Measures
- Advisors, planners, and others developing Scorecards and Dashboards
- Functional, Line and Operational Managers
- Process Improvement/Quality managers

Training Course Objectives

By attending this Anderson training course, participants will be able to:

- Understanding Performance Management
- Know the impact of Change Management and Emotional Intelligence on Performance Management
- Know how does Change Management impact the Human Capital of the organization
- Know why Leadership and Culture of the organization is the important factor in driving change
- Know why investment in the Development of the Human Capital of the organization is vital for success
- Know how Change Management encourages the organization to implement other motivational systems within the organization namely Career Development and Succession Planning
- Know how four specific barriers impact the Strategic Performance of the organization using the Balanced Scorecard as a Strategic Tool in measuring Performance

Training Course Outline

Amongst a range of valuable topics, the following will be given high priority:

- Understanding the meaning of Emotional Intelligence and Change Management
- Implementing Change and Talent Management
- Organizational Alignment around the Change
- Implementing Career Development, Career Ladder and Succession Planning
- Developing Key Performance Indicators for Change Management and Human Capital Development
- Developing a Balanced Scorecard and the scoring mechanism

Professional Recognition and Accreditation

This program has been approved by HR Certification Institute for general re-certification credit hours of HR Professionals. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

The Certificate

- Anderson Certificate of Completion will be provided to delegates who attend and complete the course
- The HRCI Approved Provider Seal and the corresponding Recertification Credit Hours Awarded will be reflected on the Certificate of Completion

OUR QUALITY STANDARD
Fully Accredited to Ensure the Highest Possible Standard

ACS REGISTRARS ISO 9001 · ACS REGISTRARS ISO 29990 · ilm Recognised Provider

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+971 4 365 8363 · info@anderson.ae
+971 4 360 4759 · www.anderson.ae

VAT Announcement: The Government of UAE have introduced Value Added Tax (VAT) on goods and services from 01-January-2018. In compliance with the legislation issued by the UAE Government, we will be applying a 5% VAT on the fees for all our programs and services offered from January 2018 as applicable and stipulated in the FTA circulars.