

HR PORTFOLIO

Performance Management for HR Professionals

Management Centre Europe®

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NEW

Performance Management for HR Professionals



Equipping Managers to Drive Performance

Design a performance system that works in practice, and equip your managers to run it: clear goals, regular conversations, fair decisions and teams that work with AI.

WHO IS IT FOR

- HR business partners and HR managers
- Performance, reward and talent specialists
- OD and L&D professionals
- HR professionals new to a management role or redesigning performance processes

LEVEL

New | Mid-level | Senior

WHAT YOU'LL LEARN, PRACTISE AND USE

Learn

- What makes a performance system work today — and what to stop doing
- How to measure performance and productivity in hybrid and AI-supported teams
- Where AI can support performance processes, and where it should not decide

Practise

- Redesigning a performance cycle for your organization
- Coaching a manager through a difficult performance conversation
- Calibrating ratings for fair pay and promotion decisions

Use

- A performance system design for your organization
- A manager toolkit for goals, feedback and check-ins
- Your roll-out and change plan

WHY THIS PROGRAMME MATTERS TO YOU

- Annual reviews take a lot of time, and managers and employees often see little value in them.
- Hybrid and AI-supported work make performance harder to see — and easier to judge unfairly.
- Every change HR designs lands on managers. Many were never prepared to lead performance through uncertainty.
- The business wants productivity. Employees want fairness, feedback and growth. Your system has to deliver both.
- Performance data is increasingly used in pay and promotion decisions — raising the bar for fairness and transparency.

KEY COMPETENCES

- Performance Design
- Goal Setting
- Feedback Culture
- Manager Enablement
- Productivity
- Fair Decisions

Practical Information

FACE-TO-FACE

2 days

€3,295

LIVE ONLINE

2 days

€3,295

SCAN HERE

FULL OUTLINE, DATES & LOCATIONS →

AVAILABLE IN-COMPANY

This programme is available as an in-company solution for your teams. mce.eu/inco

2 DAYS · €3,295

Programme modules

DAY 1

MODULE 1
Rethinking performance management

- Why many performance systems disappoint
- Continuous performance: goals, check-ins and feedback
- Designing the right cycle for your organization

MODULE 2
Performance in hybrid and AI-supported work

- Measuring outcomes, not activity
- Productivity when people work with AI
- Using AI in performance processes — responsibly

DAY 2

MODULE 3
Managers at the centre

- Equipping managers to lead performance through change
- Coaching, feedback and difficult conversations
- Managing underperformance fairly and early

MODULE 4
Fair decisions and lasting change

- Calibration and the link to pay and promotion
- Reducing bias in performance judgements
- Your roll-out plan, reviewed with peers

BUSINESS IMPACT

What your organization gains

- Clearer goals and higher productivity across teams
- Managers who hold regular, effective performance conversations
- Fairer, better-documented pay and promotion decisions
- Less time spent on process, more on performance



Upcoming sessions

Dates and locations to be confirmed.

mce.eu/programmes/performance-management-for-hr-professionals/

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Also available in-company

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FOR MORE INFORMATION, PLEASE CONTACT

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