

PERFORMANCE AND REWARD MANAGEMENT

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The aim of the programme is to provide a thorough grounding in the essentials of managing performance; what we can do to motivate our staff to facilitate better effort, and better skills; the common barriers to performance improvement; the importance of targeting stakeholders' needs; and the vital role of line managers.

LEARNING OBJECTIVES

You will review your organizations':

- Performance management systems
- Performance needs analysis
- Performance culture
- Project and teamwork skills
- Leadership and readiness for change

On the basis of your review, you will produce practical proposals for change and improvement. As part of this, you will seek to communicate:

- The mission and values of the organization
- Better focus on performance as a means of advancement, including
 - Competence based appointments and promotions
 - Use of measures and goals
 - Relating reward to performance

COURSE CONTENT

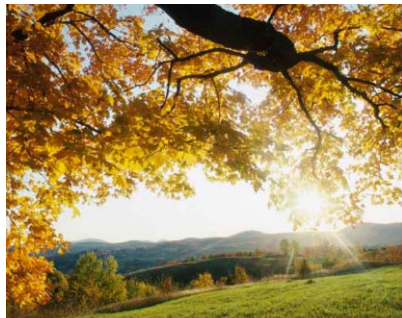
- Performance management and the elements of performance management systems
- Measures and outcomes
- Appraisal and appraisal interviewing
- Mission statements and communicating organization values
- Motivation, incentivizing, and organization culture, including ethical and value-related issues
- Change management, and the reasons for resistance to change
- Competence development and the learning organization
- Customer focus and quality systems

Dates
July 28 - Aug 1 (Lagos)

Course Ref
EE/LM/01

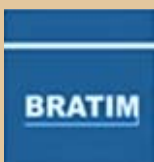
Duration
1 Week

Fee
NGN 89, 500



Sample Schedule

- 🕒 **Morning Session I**
The first session of the day lasts two and half hours
- 🕒 **Tea Break**
A 30-minute tea break for relaxation, tea and light snacks
- 🕒 **Morning Session II**
The second session stretches into noon and only last one and half hours
- 🕒 **Lunch Break**
- 🕒 **Afternoon Session**
The third and final session lasts two hours
- 🕒 **Group Activity**
Participants interact in different group tasks



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