



**Latest
Trends,
Practices &
Research
Findings**

Presents

Performance Management Workshop

**19th November 2016
at J W Marriott, Juhu, Mumbai**

A Complete, Practical Guide to Improving Individual & Team Performance

Key Learning Objectives

- Understand the importance and purpose of strong performance management
- Learn how to create and implement a robust performance management process
- Create a strategy based performance management framework and plan that aligns to cultural and financial business outcomes
- Identify key behaviours required in ongoing performance management
- Learn to spot the warning signs of poor performance and take pre-emptive action
- Understand motivation in the work place and how to achieve the most from your employees
- Learn new ways to reward good performance, both financially and non-financially
- Ensure that all team members understand and commit to their goals and know how their progress will be measured
- Provide effective coaching with constructive feedback
- Effectively prepare for timely performance reviews

Who Will Benefit

This course is designed for all managers and leaders who want a complete, practical and proven approach to the realities of performance management. It will prove invaluable for experienced managers who want to develop their skills to a higher level and to managers who have had no formal exposure or training, in managing performance.

About the Course

This course will help you plan, execute, assess and review performance by adopting a proactive approach to performance. It will equip you with a workable set of tools and a framework for managing performance that can be implemented for any individual, team or within any organisational environment.

If you ever have to manage and minimise the effects of poor performance, this course will dramatically increase your chances of a successful outcome.

Intensive Course Outline

- Understanding the rationale for performance management
- The importance of pre-empting performance issues
- Dealing with poor performance
- Implementing a performance management process
- Essential communication skills
- Motivation and performance management
- Applying performance management principles to the team
- The manager's role in maintaining high levels of performance
- Turning good performers into great performers
- Time management review

Do you face employee resentment, demotivation and even worse on account of poor performance management?

If performance is important then there is a business case for sending your executives to this workshop. We promise they will go back with validated knowledge they can implement and improve self and subordinate performance.

Managers need to be trained on the modern scientific methods, including neuroscience findings for effectively managing performance of their people. This workshop with renowned faculty would help you learn the scientific methods of effective performance management and cutting edge practices of leading companies.

Program conducted by Subject Matter Experts

Dr. Ashis Sen is a globally acclaimed expert Facilitator and Trainer. He is certified as Executive Coach by Hay Group, Seminar Leader by Gallup Organization and Trainer by Dale Carnegie amongst several other certificates.

He had also trained in NLP certified in Application Inquiry, Balanced Score Card, MBTI, FIRO-B, Emotional & Social Competence Inventory, Emotional Intelligence Skill Class amongst various other certification.

He is amongst a few Indian Members of the globally famous Emotional Intelligence consortium based at Boston. He has delivered talks at Institutes like A&M-University Kingsville, Texas, ESADE-Spain, University of Barcelona, several IIMs, NMIMS, TISS, XLRI amongst others. He was invited by the Harvard Business School for building a case study on internal communication.

Dr. Sen was involved in creating/ revamping of performance management system of a fortune 500 company, as also other large public and private sector firms. He is one of the first members at Execution Premium Council at Palladium for balanced scorecard implementation and India Coordinator for Society for Organizational Learning (SOL). He has presented papers in numerous national and international forums including Europe and the US. His articles have been published in international magazine like Reflections (Chairperson of



Reflections is Dr. Peter M Senge, Senior Faculty at MIT Boston and author of the seminal book 'The Fifth Discipline'. Dr. Peter M Senge invited him, to share his experience on the learning organization with the audience, during his talk in India in Nov. 2005. He has been invited to present his article "Emotional Choices-Pathway to Intrinsic Motivation" in February 2007 at Institute of Emotional Intelligence at A&M Texas University.

Mr. S. K. Dutt : An HR generalist with over 31 years of industry experience (in Indian Corporates including, an erstwhile subsidiary of Brook Bond, a South Korean J V & a Japanese MNC), Mr. Dutt worked as President & Head Corporate HR in Praj Industries Ltd. (A global Biofuels EPC & Manufacturing Company listed in India). Prior to this Mr.Dutt was working as President & Head – Group HR in ABG Group comprising ABG Shipyard Ltd, ABG Cement Ltd etc,(Recipient of global awards viz. Lloyds List Award, Seatrade & Dun & Bradstreet, ABG is the largest shipbuilding company in India in the private sector).



Previously Mr.Dutt worked as Head of H R-T&B, HED of Larsen & Toubro Ltd and prior to that as Sr.Vice President - Group HR - heading Group HR Dept, in Welspun Group of Companies. Earlier, Mr. Dutt has also headed the Corporate HR Dept. of Essel Group of Companies (Zee TV Network, Essel Packaging, etc).

Mr. Dutt was invited to the Summit on Human Capital Management as guest & subject matter expert, by University of Chicago in May 2004 at Chicago. Chaired a session at the VIII Annual International Conference organized by SOM in association with NITIE and College of Administrative Science, University of Alabama in Huntsville, USA, in December 2004. Presented a Company Best Practice on Group Performance Award Scheme at a Gallup International Manufacturing Roundtable, on invitation, at Chicago, USA, in May 2005. Mr. Dutt was invited as a Speaker for various International Foras' including Consulate of Netherlands, Singapore HR Summit and spoke under the aegis of SHRM Annual Conference. He was invited as Guest Speaker to speak at few reputed universities in New York and to speak in Annual Conference of EI Institute in Texas during April 2016.

Mr. Dutt's articles/interviews have been published in Business India, Economic Times, Indian Cement Review, Outlook Business Magazine, Times of India Ascent, People & Management magazine, People Matters and several more.

Visiting Faculty/Guest Lectures/Invited Speaker at institutes like IIM - Lucknow, TISS, XLRI, National Institute of Industrial Engineering (NITIE), Symbiosis (SCMHRD), JBIMS, Indian Navy-Bureau of Sailors, Lucknow University, Indian Railway Service, NTPC, BEL, DRDO, etc and CII organized HR fora & Workshops, SONY, HPCL, etc.

Member of Governing/Advisory Councils/Board of Studies of prestigious Business Schools viz., NMIMS (HR & BS) and past Official Mentor for – Mentoring Programme, Middlesex University, U.K., for Masters Degree Programme students of HR.

A Founder member & Hon. General Secretary of FEIL (Forum for Emotional Intelligence Learning) and member of several other Indian & International professional bodies including ASTD, SHRM & HRPS. Mr. Dutt is a member (affl.) of Pembroke College, University of Oxford and is a Life member of the famed Oxford Union (i.e., Oxford Union Society).

About the Workshop

Forum for Emotional Intelligence Learning is conducting a one-day workshop on 19th November, 2016 at J.W. Marriott, Juhu Tara Road, Juhu, Mumbai

The workshop would employ the following methodologies for effective learning and engage the executives through andragogy Principles (best suited for executive learning)

1. Articles and Case Studies from Globally Renowned Organizations and Institutes including Harvard Business School
2. Videos
3. Practice Sessions
4. Role Plays
5. Lectures
6. Group Exercises

The Topics covered would be:

- **Goal Setting** : Based on the theory of Edwin Locke and Gary Latham who have researched goal setting in organizations for many decades and is most effective for business organizations
- **Balanced Scorecard Principles** for cascading and aligning objectives to initiatives and measuring progress on desired objectives
- **Feedback Methods**: The art of candid feedback in realtime. Feedback is one of the most important tools in performance management but few managers know the art of feedback. Based on the best principles of neuroscience and performance management, the module is designed for equipping managers with tools and techniques of effective feedback.
- **Setting Learning and Developmental Goals**: Setting Learning and Developmental Goals is the single most effective methods of improving people competencies and performance.

Most supervisors do not understand the difference between learning and performance goals and therefore do not help people develop. This creates problems for the organization to have a robust succession pipeline as also mars its effectiveness for handling the uncertain future. This workshop would help executives learn the art of setting learning and developmental goals.

Date: 19th November, 2016

Venue: J.W. Marriott, Juhu Tara Road, Juhu, Mumbai

Registration: 9.00 a.m. to 9.30 a.m.

Sessions: 9.30 a.m. to 5.30 p.m.

Delegate Fees: INR 8,800/- plus applicable Service Tax per Delegate. (Fees include breakfast, lunch and high tea alongwith the workshop materials)

Detailed Brochure is downloadable at : www.ifeil.org

Please rush in your confirmation to:

feilnpo2015@gmail.com

(Be sure to Register before 25/10/2016, for an **Early Bird Offer** of 10% on Delegate fees) 

Cheques / DDs should be drawn in favour of "Forum for Emotional Intelligence Learning" and sent to:

FEIL, 204-B, Sumit Samarth Arcade, Aarey Road, Goregaon (West), Mumbai: 400 062.

For Nominations, Enquiries & NEFT payments kindly mail to:

feilnpo2015@gmail.com /

devikahate55@gmail.com OR

Phone : Off: 022-6671 8382 / 65718385

Mob Nos.: +91 9869854977 /

+91 9869235728

About FEIL

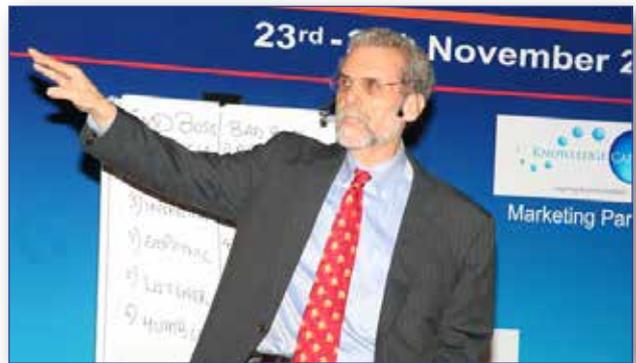
Forum for Emotional Intelligence Learning (FEIL) is a worldwide recognized body in the field of developing quality leadership & Training people in EI abilities. FEIL is a result of dedicated effort of EI practitioners and proponents of Indian academia and industry.

Formed in April 2008, FEIL stands for the core purpose of liberating human potential for a better tomorrow. FEIL aims to establish itself as a world-class association of dedicated practitioners and academicians committed to sustainable development for a peaceful and fulfilling society. It also aspires to leverage education and training to enhance compassionate leadership and promote emotional literacy by incorporating EI in the curriculum. With members profile ranging from industry veterans to academicians, FEIL enjoys the harmonized blend of corporate and scholastic views.

Past Events of FEIL



EQ leadership Summit by Dr. Richard Boyatzis



Daniel Goleman's Workshop



Leadership Summit - Dr. Henry Moon



Kaplan Norton Balanced Scorecard Boot Camp



Innovation Forum



Workshop on Business Ethics