

rohei

Performance Management for Busy Managers



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Effective performance management is more than an annual appraisal. It is a continuous process that drives growth, engagement, and results. This programme equips managers with the essential knowledge, tools, and frameworks to turn performance management into a powerful enabler of both individual and organisational success.

Through a structured and practical learning journey, participants will gain a clear understanding of the full performance management cycle—from setting clear goals and expectations to conducting meaningful check-ins, providing constructive feedback, and delivering fair, impactful appraisals. With a strong focus on real-world application, this programme empowers managers to build a culture of performance that inspires, develops, and rewards talent.

What You Will Learn

This programme is specially designed for you to:

- Learn Performance Management Fundamentals
- Plan for Performance Management
- Implement & Monitor performance
- Review & Reward performance
- Practise applying through real-world performance scenarios

How You Will Benefit

When you apply what you have learned back at work, you will:

- Step into your role as a performance enabler
- Align goals and expectations using an individual development plan (IDP) framework
- Bring greater structure and focus to 1:1s using a practical template
- Provide appreciative and developmental feedback
- Deliver performance appraisals in a fair and objective manner
- Understand different types of rewards and their impact on employee motivation
- Manage difficult conversations related to performance



Delivery Modes



Remote via laptop and desktop

8-hour multi-modal learning delivered over two weeks, combining interactive live sessions and self-paced online modules.

