



**CAPACITY-BUILDING OF THE GEORGIAN LEADERSHIP
COMMUNITY FOR IMPROVED DECISION-MAKING
AND NEGOTIATION SKILLS**

**PROGRAM
PERFORMANCE MANAGEMENT
2011-09-21—23**

Overall aim of the seminar:

After the seminar participants will be able to explain the basics of Performance management, its strengths and risks/limitations.

Learning objectives

After participating actively in the seminar, participants will

- Be able to define the concept of Performance Management
- Be familiar with the background and purpose of Performance Management
- Be able to explain basic terminology
- Be familiar with the basic principles of Performance management
- Be able to explain the process of Performance Management
- Be familiar with the advantages and possible risks/limitations of performance management
- Have discussed the role of HR in the development of performance management

AGENDA

Time	Wednesday	Thursday	Friday
10.00	Introduction to the seminar Review of last seminar	Review of day 1 Basic principles of Performance management How do these principles fit the situation and trends in Georgian Public service?	Review day 2 Performance appraisals – an overview
11.00	What is Performance Management? Background and purpose of Performance	The performance management cycle	Transformative leadership for performance management

	management		
12.00	Necessary requirements Basic terminology Measuring Performance	Benefits and risks of Performance management – some international experiences	How can HR contribute to the implementation of a Performance management system?
13.00	Balanced scorecard – experiences from the Swedish Police	Discussion on benefits and risks of introducing Performance management in Georgia	Way forward and evaluation
14.00	End day 1	End day 2	End of seminar