

Course No. 1413

Performance Management Training Course

**PERFORMANCE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

LOCATION

Lisbon, Portugal

DELIVERY

Classroom

DATES

14 – 18 Dec 2026



Scheduled Event Details

CITY	Lisbon, Portugal
DATE	14 – 18 Dec 2026
DELIVERY TYPE	Classroom
COURSE FEE	€5,400

Course Overview

The Performance Management Training Course provides participants with a comprehensive understanding of how effective performance management systems contribute to organizational success, employee productivity, and strategic achievement. In today's dynamic and highly competitive business environment, organizations must ensure that individual, team, and departmental performance is aligned with strategic objectives. A well-structured performance management framework enables organizations to monitor progress, improve accountability, optimize resources, and achieve sustainable results.

Performance management has evolved from an annual appraisal process into a continuous and strategic management practice that supports organizational excellence. Modern organizations require performance systems that establish clear expectations, define measurable objectives, facilitate ongoing feedback, and encourage continuous improvement. This course equips participants with the practical tools and methodologies required to develop and manage effective performance management systems that drive organizational performance.

The course explores the full performance management cycle, including performance planning, goal setting, performance monitoring, performance evaluation, coaching, feedback, employee development, and performance improvement. Participants will gain practical insights into aligning performance objectives with business priorities while creating a culture of accountability, engagement, and high performance.

In addition, the program examines the role of managers and leaders in fostering performance excellence. Participants will learn how to conduct effective performance reviews, address performance gaps, support employee development, and use performance data to make informed management decisions. The course also addresses common challenges associated with performance management implementation and provides practical approaches to overcoming them.

Through interactive workshops, practical exercises, case studies, and real-world applications, participants will develop the skills necessary to establish, implement, and improve performance management systems that support organizational goals, enhance workforce effectiveness, and contribute to long-term organizational success.

Objectives

- Analyze the key components of an effective performance management system during the course.
- Develop performance objectives that align with organizational strategy and operational priorities.
- Evaluate existing performance management practices and identify opportunities for improvement.
- Apply performance planning and goal-setting methodologies to support measurable outcomes.
- Design performance measurement frameworks that support accountability and continuous improvement.
- Improve performance review processes through structured evaluation and feedback techniques.
- Strengthen alignment between individual performance, team objectives, and organizational goals.
- Implement performance monitoring processes that support timely decision-making.
- Assess employee and departmental performance using objective and measurable criteria.
- Align development plans with performance assessment results and organizational needs.
- Develop performance reports that support management oversight and strategic decision-making.
- Create an action plan for enhancing performance management practices within the organization.

Who Should Attend

This course is designed for executives, senior managers, department heads, supervisors, and professionals responsible for managing, evaluating, and improving organizational and employee performance. It is particularly beneficial for leaders seeking to strengthen performance accountability and align workforce efforts with strategic priorities.

The program is highly relevant for human resources professionals, performance management specialists, organizational development practitioners, business partners, strategy managers, planning professionals, quality and excellence managers, and individuals involved in employee development and talent management initiatives.

Additionally, the course is suitable for government officials, ministry representatives, public sector managers, banking and financial services professionals, oil and gas managers, project managers, team leaders, and decision-makers who play a role in driving organizational performance and improving operational effectiveness.

Learning Outcomes

- By the end of this course, participants will be able to:
- Explain the principles and importance of performance management in modern organizations.
- Develop performance objectives aligned with strategic and operational priorities.
- Design effective performance management frameworks and processes.
- Establish measurable performance indicators and performance standards.
- Conduct performance reviews using structured and objective methodologies.
- Deliver constructive feedback that supports employee growth and performance improvement.
- Analyze performance results and identify performance gaps.
- Develop performance improvement plans based on evaluation outcomes.
- Use performance data to support management decisions and organizational planning.
- Strengthen accountability and performance ownership across teams and departments.
- Apply coaching techniques to enhance employee performance and engagement.
- Lead performance management initiatives that contribute to organizational success.

Course Outline

DAY 01

Foundations of Performance Management

- Introduction to performance management concepts and principles
- The role of performance management in organizational success
- Performance management versus performance appraisal
- Building a performance-driven culture

DAY 01 — CONTINUED

PRACTICAL DISCUSSION

Current performance management challenges and opportunities

DAY 02**Performance Planning and Goal Setting**

- Aligning performance objectives with organizational strategy
- Developing SMART performance goals
- Defining performance expectations and accountability
- Establishing Key Performance Indicators (KPIs)

WORKSHOP

Creating performance plans and objectives

DAY 03**Performance Monitoring and Measurement**

- Performance tracking and monitoring techniques
- Collecting and analyzing performance data
- Measuring individual, team, and organizational performance
- Performance dashboards and reporting tools

PRACTICAL EXERCISE

Performance measurement and analysis

DAY 04**Performance Evaluation, Feedback, and Coaching**

- Conducting effective performance evaluations
- Performance review methodologies and best practices
- Delivering constructive feedback and difficult conversations

DAY 04 — CONTINUED

- Coaching employees for improved performance and development

CASE STUDY

Managing performance challenges and improvement opportunities

DAY 05

Performance Improvement and Organizational Excellence

- Identifying and addressing performance gaps
- Developing performance improvement plans
- Linking performance management to talent development and succession planning
- Sustaining continuous improvement and high-performance cultures

FINAL WORKSHOP

Developing a performance management improvement action plan

Register or Request More Information

Course page: <https://quest-training.com/courses/performance-management-training-course>

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