

Course No. 1318

Strategic Performance Management Training Course

**STRATEGIC MANAGEMENT & CORPORATE STRATEGY
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Strategic Performance Management Training Course is a comprehensive professional program designed to strengthen the ability of executives, managers, strategic planning professionals, and performance specialists to design, implement, and manage effective strategic performance systems. The course focuses on translating organizational strategy into measurable objectives, performance indicators, targets, initiatives, and results, enabling organizations to monitor strategic progress and make better-informed management decisions.

Effective strategic performance management requires more than preparing performance indicators or producing periodic reports. It requires an integrated system that connects strategic direction with organizational objectives, departmental priorities, initiatives, resources, accountability, and measurable outcomes. This course provides a practical framework for developing performance objectives, selecting meaningful Key Performance Indicators, establishing targets, monitoring results, analyzing performance gaps, and implementing corrective and improvement actions.

The course covers the essential components of Strategic Performance Management, including strategic alignment, performance measurement, Key Performance Indicator design, performance scorecards, performance dashboards, target management, trend analysis, performance reviews, strategic initiative monitoring, root-cause analysis, and performance accountability. Participants will also examine common performance management challenges, including poor-quality data, ineffective indicators, conflicting measures, unclear ownership, and weak connections between performance information and management decisions.

The Strategic Performance Management Training Course is suitable for government entities, ministries, public sector organizations, banks and financial institutions, oil and gas organizations, and large corporations. Through practical case studies, analytical exercises, performance scenarios, and workshops, participants will develop the ability to build and improve strategic performance frameworks that support strategy execution, organizational accountability, management decision-making, and continuous performance improvement.

Objectives

- Analyze the relationship between organizational strategy, strategic objectives, performance indicators, initiatives, resources, and measurable results during the course.
- Evaluate existing performance management systems to identify strengths, weaknesses, gaps, and opportunities for improvement.
- Develop clear, measurable, and strategically aligned performance objectives based on organizational priorities and strategic direction.
- Apply practical methodologies for selecting and designing appropriate Key Performance Indicators for different organizational levels.
- Design integrated performance frameworks that connect corporate indicators with departmental, functional, program, and initiative objectives.
- Establish realistic and measurable performance targets while considering organizational capabilities, resources, operating conditions, and strategic priorities.
- Develop performance dashboards and management reports that enable decision makers to understand results, trends, gaps, and emerging performance issues.
- Analyze performance gaps and identify root causes of deviations between actual results and established targets.
- Improve the use of performance data and management information to support strategic and operational decision-making.
- Strengthen organizational accountability by defining indicator ownership, responsibilities, performance expectations, and reporting requirements.
- Apply strategic performance review practices to monitor strategy execution, strategic initiatives, and organizational results.
- Develop a practical Strategic Performance Management framework that can be applied and adapted to the participant's organizational environment.

Who Should Attend

The Strategic Performance Management Training Course is designed for executives, strategic planning directors, corporate planning managers, performance management managers, heads of performance departments, department managers, business unit managers, strategy execution professionals, performance specialists, Key Performance Indicator specialists, corporate planning professionals, quality and excellence professionals, transformation managers, and strategic initiative managers. It is particularly relevant to professionals responsible for translating organizational

strategy into measurable objectives and monitoring strategic results.

The course is suitable for professionals working in government entities, ministries, public sector organizations, banks and financial institutions, oil and gas organizations, industrial companies, commercial enterprises, and large service organizations. It is also valuable for specialists in strategy, planning, performance management, finance, operations, risk management, governance, project management, business development, organizational transformation, and corporate excellence who contribute to performance planning, measurement, reporting, and improvement.

The program is also appropriate for executives and managers responsible for reviewing organizational performance and making decisions related to strategy, resources, initiatives, and business priorities, as well as professionals seeking to strengthen their ability to design performance indicators, analyze results, develop performance reports, and connect organizational performance with strategic objectives and continuous improvement.

Learning Outcomes

- Analyze organizational strategy and translate strategic priorities into measurable objectives, results, and performance indicators.
- Evaluate the alignment of existing performance management systems with organizational strategic priorities.
- Design effective Key Performance Indicators for corporate, departmental, functional, program, and operational levels.
- Establish appropriate baselines, targets, measurement methods, and performance thresholds according to organizational objectives.
- Build an integrated framework connecting organizational objectives with departmental goals, initiatives, programs, and strategic projects.
- Develop performance dashboards and management reports that present performance information clearly and support decision-making.
- Analyze performance trends, gaps, deviations, and underlying causes using relevant performance data.
- Identify root causes of performance problems and recommend appropriate corrective and improvement actions.
- Develop mechanisms for periodic strategic performance reviews and monitoring of strategic

initiatives.

- Strengthen performance accountability by defining indicator ownership, responsibilities, reporting requirements, and expected results.
- Use performance information to support decisions related to strategy, resource allocation, organizational priorities, and improvement initiatives.
- Prepare and present a practical Strategic Performance Management framework that can be applied to an organization, department, or business unit.

Course Outline

DAY 01

Strategic Performance Management Foundations and Strategic Alignment

- Understanding Strategic Performance Management and its role in organizational success
- The relationship between strategy, planning, objectives, performance, and organizational results
- Translating vision, mission, strategic direction, and priorities into measurable objectives
- Understanding corporate, strategic, managerial, and operational performance levels
- Differentiating activities, outputs, outcomes, and performance measures
- Aligning departmental and functional objectives with corporate strategy
- Identifying critical success factors and key performance drivers
- Assessing existing performance management systems and identifying performance gaps
- Building a culture of performance, accountability, and continuous improvement
- The role of senior management in leading strategic performance
- Connecting performance with organizational resources, capabilities, and strategic initiatives

PRACTICAL APPLICATION AND DISCUSSION

Assessing a performance management framework and identifying gaps between strategy, objectives, initiatives, and results

DAY 02

Key Performance Indicators and Target Management

- Understanding Key Performance Indicators and their role in strategic management
- Differentiating Key Performance Indicators, activity measures, operational measures, and outcome indicators
- Characteristics of effective and meaningful performance indicators
- Selecting indicators that directly support strategic objectives
- Leading indicators, lagging indicators, outcome indicators, and early-warning indicators
- Developing Key Performance Indicators for corporate, departmental, functional, and strategic initiative levels
- Establishing performance baselines, data sources, measurement methods, and reporting frequency
- Setting performance targets and achievement milestones
- Managing quantitative and qualitative performance indicators
- Identifying ineffective, duplicated, misleading, or poorly defined indicators
- Reviewing and updating indicators as organizational priorities and conditions change

PRACTICAL APPLICATION AND DISCUSSION

Designing an integrated set of Key Performance Indicators and performance targets for selected strategic objectives

DAY 03

Performance Measurement, Data Analysis, and Management Reporting

- Performance data collection and data quality management
- Identifying reliable performance data sources and standardizing measurement approaches
- Analyzing performance trends across different reporting periods
- Measuring gaps between actual performance and established targets
- Analyzing performance deviations and identifying contributing factors
- Using comparative performance analysis to evaluate organizational results
- Designing strategic performance dashboards

DAY 03 — CONTINUED

- Developing performance reports for executives, managers, and key stakeholders
- Presenting performance information clearly and effectively
- Identifying critical performance information for senior management
- Using performance results to support management priorities and decision-making

PRACTICAL APPLICATION AND DISCUSSION

Analyzing performance data and preparing a management report and performance dashboard containing results, gaps, trends, and recommendations

DAY 04

Performance Reviews, Corrective Actions, and Continuous Improvement

- Principles of strategic and organizational performance reviews
- Designing effective performance review meetings and management discussions
- Identifying reasons for underperformance and missed targets
- Applying root-cause analysis to performance problems
- Developing corrective and preventive actions
- Connecting improvement actions with strategic objectives and performance indicators
- Monitoring strategic initiatives, programs, and projects
- Defining indicator ownership and strengthening accountability for results
- Managing declining performance and risks affecting strategic outcomes
- Connecting performance management with risk management, resource allocation, and strategic initiatives
- Establishing continuous performance review, learning, and improvement cycles

PRACTICAL APPLICATION AND DISCUSSION

Developing a performance improvement plan for an underperforming indicator, including root-cause analysis, corrective actions, responsibilities, and implementation timelines

DAY 05

Integrated Strategic Performance Management Framework

- Reviewing the complete Strategic Performance Management cycle
- Integrating strategy, objectives, Key Performance Indicators, targets, initiatives, and results
- Building an integrated organizational performance management framework
- Linking corporate performance with departmental, functional, program, and project performance
- Developing performance governance, accountability, and review mechanisms
- Defining the roles of senior management, performance managers, and indicator owners
- Establishing periodic strategic performance review processes
- Using performance results to support resource allocation and strategic prioritization
- Developing continuous improvement and organizational learning mechanisms
- Addressing challenges related to data quality, indicator effectiveness, conflicting measures, and unclear accountability
- Developing recommendations for strengthening organizational performance management

FINAL WORKSHOP, ACTION PLAN, OR IMPLEMENTATION EXERCISE

Developing and presenting an integrated Strategic Performance Management framework covering objectives, Key Performance Indicators, targets, data sources, responsibilities, dashboards, review mechanisms, corrective actions, and continuous improvement priorities

Register or Request More Information

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

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