

# **HRODC Postgraduate Training Institute**

**A Postgraduate-Only Institution**

**032.B6**

**Managing Individual Performance  
Course or Seminar**

**Leading To:**

**DIPLOMA – POSTGRADUATE IN**

**Managing Individual Performance and Executive  
Management – Block 6**

***Accumulating to***

**POSTGRADUATE DIPLOMA**

**Executive Management**

**Progressing To**

**Executive MBA**

**Course Coordinator:**

**Prof. Dr. R. B. Crawford – Director of HRODC Ltd. and Director of HRODC Postgraduate Training Institute, A Postgraduate-Only Institution. He has the following Qualifications and Affiliations:**

- Doctor of Philosophy {(PhD) (University of London)};
- MEd. Management (University of Bath);
- Advanced Dip. Science Teacher Ed. (University of Bristol);
- Postgraduate Certificate in Information Systems (University of West London, formerly Thames Valley University);
- Diploma in Doctoral Research Supervision, (University of Wolverhampton);
- Teaching Certificate;
- Fellow of the Institute of Management Specialists;
- Human Resources Specialist, of the Institute of Management Specialists;
- Member of Academy of Management (MAoM), within the following Management Disciplines:
  - Human Resources;
  - Organization and Management Theory;
  - Organization Development and Change;
  - Research Methods;
  - Conflict Management;
  - Organizational Behavior;
  - Management Consulting;
  - Gender & Diversity in Organizations; and
  - Critical Management Studies.
- Member of the Asian Academy of Management (MAAM);
- Member of the International Society of Gesture Studies (MISGS);
- Member of the Standing Council for Organisational Symbolism (MSCOS);
- Life Member of Malaysian Institute of Human Resource Management (LMIHRM);
- Member of ResearchGate Community;
- Member of Convocation, University of London;
- Professor HRODC Postgraduate Training Institute.

**Prof. Crawford was an Academic at:**

- University of London (UK);
- London South Bank University (UK);

- University of Greenwich (UK); and
- University of Wolverhampton (UK).

### **For Whom This Course is Designed** **This Course is Designed For:**

- Corporate Managers;
- Executive Managers;
- Senior Managers;
- Middle Managers;
- Junior Managers;
- Human Resource Managers;
- Board of Directors;
- Entrepreneurs;
- Supervisors;
- Organisational Development Practitioners;
- Management Graduates;
- Management Lecturers;
- Individuals with a genuine interest in Issues associated with Individual Performance Management.

**Duration:** 5 Days

**Cost:** £5,000.00 Per Delegate

#### **Please Note:**

- V.A.T. (Government Tax) does not apply to Corporate Sponsored Individuals, taking Programmes or Courses in any location - within or outside the UK.
- It applies only to Individuals and Corporations based in the UK and to Non-UK Individual Residents taking courses in the UK.

#### **Cost includes:**

- Free Continuous snacks throughout the Event Days;
- Free Hot Lunch on Event Days;
- Free City Tour;
- Free Stationery;
- Free On-site Internet Access;

- Diploma – Postgraduate –in **Managing Individual Performance and Executive Management – Block 6**; or
- Certificate of Attendance and Participation – if unsuccessful on resit.

**HRODC Postgraduate Training Institute's Complimentary Products include:**

1. HRODC Postgraduate Training Institute's **Leather Conference Folder**;
2. HRODC Postgraduate Training Institute's **Leather Conference Ring Binder/ Writing Pad**;
3. HRODC Postgraduate Training Institute's **Key Ring/ Chain**;
4. HRODC Postgraduate Training Institute's **Leather Conference (Computer – Phone) Bag** – Black or Brown;
5. HRODC Postgraduate Training Institute's **8GB USB Flash Memory Drive**, with Course Material;
6. HRODC Postgraduate Training Institute's **Metal Pen**;
7. HRODC Postgraduate Training Institute's **Polo Shirt**.

**\*\*Please see product images, as a separate file - Complimentary Products For Students and Delegates, from HRODC Postgraduate Training Institute.\*\***

**Daily Schedule:** 9:30 to 4:30 pm.

**Location:** **Central London and International Locations**

**Managing Individual Performance  
Leading to Diploma-Postgraduate in Managing Individual Performance  
and Executive Management – Block 6**

**Course Objectives**

By the conclusion of the specified learning and development **activities, delegates will be able to:**

- Locate performance management in an appropriate context;
- Discuss the factors that are associated with poor performance;
- Exhibit their ability to take appropriate measures to improve individual and team performance;
- Establish and monitor targets;
- Determine the resources necessary to enhance individual and team performance;

- Determine the appropriate extrinsic reward that might contribute to improve performance;
- Develop a strategy manage poor performance.
- Locate performance appraisal within performance management structure;
- Determine the objectives of performance appraisal;
- Illustrate the organisational individual and subsystems benefits of performance appraisal;

## **Course Contents, Concepts and Issues**

### **Part 1: Human Resource and Performance Management**

- Assessing the Nature and Causes of Performance Problems;
- Managing Poor Performance;
- Managing Absence;
- Dealing with Harassment;
- The Effective Management of Retirement, Redundancy, Dismissal and Voluntary Turnover;

### **Part 2: Staff Performance Appraisal**

- Performance Appraisal: A Definition;
- Objectives of Performance Appraisal;
- Why Some Managers Are Afraid To Appraise;
- Performance and the Halo Effect

### **Part 3: Reward Management: Developing an Effective and Equitable Career Structure**

- Employee Reward: A Definition;
- Defining Reward Management;
- The Basis of Reward Management;
- Reward Management Strategies: Provide Support for Corporate Values;
- Reward Management Derived From Business Strategy and Goals;
- Reward Management and Its Links to Organizational Performance;
- Reward Management and the Driving Force for Individual Behaviour;
- Reward Management and Its Relationship to Leadership Styles;
- Reward Management and Competition;

- Reward Management and the Attraction to High Calibre Personnel;
- Encouraging Positive and Effective Organisational Culture;
- Culture and Organisational Values;
- Level and Type of Motivation;
- Remuneration Systems;
- Factors Affecting Remuneration Systems;
- Government' Reduced or Increased Spending;
- Increased or Decreased Labour Force Availability;
- Increased Demand for Quality;
- Organization's Expansion, Contraction or Diversification Plans;
- Increased Competition;
- Remuneration Packages, Including Salary and Welfare Benefits and Payments;
- Pay or Remuneration Structures;
- Pay Structures, Purpose, Criteria and Types;
- Performance Related Pay (PRP).

### **Service Contract, incorporating Terms and Conditions**

**Click, or copy and paste the URL, below, into your Web Browser, to view our Service Contract, incorporating Terms and Conditions.**

[https://www.hrodc.com/Service\\_Contract\\_Terms\\_and\\_Conditions\\_Service\\_Details\\_Delivery\\_Point\\_Period\\_Cancellations\\_Extinuating\\_Circumstances\\_Payment\\_Protocol\\_Location.htm](https://www.hrodc.com/Service_Contract_Terms_and_Conditions_Service_Details_Delivery_Point_Period_Cancellations_Extinuating_Circumstances_Payment_Protocol_Location.htm)

The submission of our application form or otherwise registration by of the submission of a course booking form or e-mail booking request is an attestation of the candidate's subscription to our Policy Terms and Conditions, which are legally binding.

**Prof. Dr. R. B. Crawford - Director HRODC Postgraduate Training Institute**