



## **Certification Workshop in Performance Management System- PMS**

### ***Organised By:***

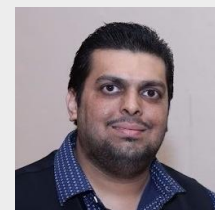
**Samsara Organisation Management Consulting - Guiding Organisations in 'Real World'**

Samsara OMC is adept in designing and implementing Tailor-made Organisational Processes and Policies leveraging on 'Homegrown' strengths facilitating sustainable flourishing growth with minimal friction.

Offerings range from Cultural Transformation, Policy Designing & Implementation, Performance Management System, Succession Planning, Organisational Learning (Training & Development), Business & Strategic HR, Diversity & Inclusion practices, and Human Capital Profit Centre Management.

With over two decades of expertise and global exposure, leadership team is proficient in delivering astute solutions meticulously framed for attaining desired results with high spirits.

### ***Facilitator's Profile:***



#### **Deep Mody (Consulting Partner)**

Author | Blogger | Speaker | OD Practitioner

Awarded- **Most Talented Professional** by **World HRD Congress**

Doctoral (PhD) Researcher in Organisational Change at Ashridge Business School, London along with Masters - (MPOD) in Positive Organisation Development from CWRU, USA. An XLRI-te and a Mensan; thorough professional with almost two decades of praxis in various realms of Strategic Human Resource Management and Internal Communication. Also, a Change Leader with evolving dexterity into Appreciative Inquiry, Emotional Intelligence, and Positive Organisation Development.

**Ex-President** – Mumbai Chapter of **Mensa International**

**Authored** two books; **'just another STORY BOOK'** and **'being Emotionally Street-Smart'**.

Various blog articles at [deepmody.blogspot.in](http://deepmody.blogspot.in) | [www.unconventionalgyan.com](http://www.unconventionalgyan.com)

**Felicitated** at various platforms like **NHRD, HRFI, L&D Global**, etc.

#### **Scholastics:**

- **Doctoral (PhD) Researcher** in **Organisational Change** at **Ashridge Business School**, London
- **Masters (Full-time degree)** in **Positive Organisation Development** from **Case Western Reserve University**, Cleveland, USA
- **Post-Graduation** in **Human Resource Management** from **Xavier Labor Relations Institute (XLRI)**, Xavier School of Management, Jamshedpur
- **Post-Graduation** in **International Human Rights** from **Indian Institute of Human Rights (IIHR)**, Delhi
- Diploma in **Labour Law** from Bharti Vidyapeeth University, Pune
- Certification in **POSH** – Prevention of Sexual Harassment of Women at Workplace Act from **IALM** (Indian Academy of Law & Management)
- The **Appreciative Inquiry Certificate** in **Positive Business and Societal Change** by **Dr. David Cooperrider** and **Dr. Ronald Fry** at **Weatherhead School of Management**, USA
- The Certificate in **Emotionally Intelligent Leadership and Executive Coaching** by **Dr. Richard Boyatzis** at **Weatherhead School of Management**, USA
- **International Student Exchange Program** in **Consulting in Groups and Organisations** at **Hasselt University**, Leuven, Belgium
- Certification in **Appreciative Inquiry** from **Xavier Labor Relations Institute (XLRI)**, Xavier School of Management, Jamshedpur

### ***Workshop Specifics:***

#### **Certification Workshop in Performance Management System- PMS**

The face of HR and Business Managers has drastically transformed from Personnel Management to Human Resources Management to Business HR to now aiming at Organisation Transformation Leaders.

Evolving expectation from HR & Business Managers is not of just a mere support function, but an active navigator guiding Organisational path to Sustainable Flourishing Growth.

The content is an ideal mix of Philosophy, Theory, and Practical tools for immediate implementation.

This workshop covers basic essentials to set up firm ground. Including but not limited to-



### **Understanding PMS**

Understanding dynamics of Performance Management System, it's origin, and philosophical approach.

### **Difference between PMS and PES**

Managing Performance and Enhancing Performance are distinct and yet integrated fields for a practitioner approach. Understanding the interconnectedness helps leverage on skills.

### **Distinction between 90, 180, and 360 Degree review systems**

Performance Management has various approaches, broadly categorised as Expert view or Normative Co-Creation view. A combination of two semantically opposing ideas deliver a balanced sustainable result.

### **Exploring People Management beyond Carrot & Stick**

People Management is highly restricted to Rewards & Punishment, RnRs & PIPs. However, Human Motivation has many other dimensions, and a Performance Enhancement expert always scales each dimension.

### **Organization Structure and Business Models**

Understanding Organisations from eagle eye view and mapping dynamics from Organised Group Psychology perspective initiates drawing result-oriented action plan.

### **Tools for practical use**

Understanding overview of various tools like Balanced Score Card, Bell Curve, MBO, etc. Referring to case studies with various diverse approaches.

### **Practicum**

Experiential learning by designing a part of Performance Management System and structure for each participant's real life case example.

## ***Who should Attend?***

- For HR & Business Managers, Corporate Planning Staff, Quality Experts, Internal Change Agents, Project Leads, Senior Management Professionals, and Line Managers interested in becoming Change Leaders.
- Participants working in managing projects, HR professionals, leading businesses, other participants working in the higher middle management to senior management. Professionals who are expected to deal with an upcoming organisational change.
- The program is designed for upper-middle through senior-level managers who are now, or will be, deeply involved in the development of strategy at the corporate, business or functional level in their organizations.
- This program is appropriate for managers working in MNCs or family businesses, and SME entrepreneurs aspiring to establish their footprints in global markets.

## ***Registration:***

For any queries feel free to reach us at **+91-7709457666**