

Performance Management Theories

Duration: 5 Days

Language: en

Course Code: MG2 - 219

Objective

By the end of this training course, participants will be able to:

- Understand the core theories underpinning modern performance management.
- Distinguish between traditional and contemporary approaches.
- Analyse the psychological, structural, and strategic components of performance systems.
- Design effective performance management frameworks tailored to organisational needs.

- Apply key theories to enhance motivation, engagement, and accountability.
- Identify and address biases, limitations, and challenges in current performance models.

Audience

This course is ideal for:

- HR and Performance Management Professionals.
- Organisational Development and Learning Leaders.
- Team Leaders and Department Managers.
- Talent Management and Employee Experience Officers.
- Researchers, Consultants, and Academics in HRM or Business Strategy.

Training Methodology

The course uses a blend of case-based learning, expert-led discussion, theory-to-practice translation, group activities, and scenario analysis. Real-world examples are used to illustrate the practical application of theoretical frameworks. Participants will also evaluate their own organisational performance systems through guided reflection and analysis.

Summary

This advanced training course offers a deep dive into the foundational and modern theories of performance management and their practical application in contemporary organisations. By exploring both classical and emerging frameworks, participants will gain a holistic understanding of how performance is defined, measured, influenced, and improved at individual, team, and organisational levels.

The course equips participants with the analytical and strategic tools to align performance management systems with business goals, employee development, and long-term growth. It also integrates behavioural science, motivation theories, and systems thinking to create a comprehensive view of performance as a dynamic, multi-dimensional process.

Course Content & Outline

Section 1: Introduction to Performance Management Concepts

- Defining performance management in modern organisations.
- The evolution from appraisal systems to strategic performance management.
- Key components of a performance management system.
- The role of performance management in talent retention and organisational success.

Section 2: Classical and Behavioural Theories of Performance

- Taylor’s Scientific Management and its influence.
- McGregor’s Theory X and Theory Y.
- Maslow’s Hierarchy of Needs and performance.
- Herzberg’s Two-Factor Theory.
- Behavioural reinforcement theories (Skinner, Bandura).

Section 3: Goal Setting, Motivation & Feedback Models

- Locke and Latham’s Goal Setting Theory.
- Vroom’s Expectancy Theory.
- Adams’ Equity Theory.
- Feedback Intervention Theory (FIT).
- Applying SMART and OKR goal-setting techniques.

Section 4: Strategic and Systems-Based Performance Models

- The Balanced Scorecard (Kaplan & Norton).
- Management by Objectives (MBO).
- Performance Prism Framework.
- High-Performance Work Systems (HPWS).
- Linking individual KPIs to strategic organisational outcomes.

Section 5: Modern Trends and Challenges in Performance Management

- From annual reviews to continuous feedback loops.
- The role of technology, AI, and analytics in performance tracking.
- Agile performance management and team-based evaluation.
- Overcoming bias and subjectivity in performance assessments.

- Final group activity: Designing a theory-based performance management model for your organisation.

Certificate Description

Upon successful completion of this training course, delegates will be awarded a Holistique Training Certificate of Completion. For those who attend and complete the online training course, a Holistique Training e-Certificate will be provided.

Holistique Training Certificates are accredited by The CPD Certification Service (CPD), and are certified under ISO 9001 and ISO 29993 standards.

CPD credits for this course are granted by our Certificates and will be reflected on the Holistique Training Certificate of Completion. In accordance with the standards of The CPD Certification Service, one CPD credit is awarded per hour of course attendance. A maximum of 50 CPD credits can be claimed for any single course we currently offer.

Categories

Human Resources Management (HRM), Management & Leadership, Project Management

Tags

Performance Management, Theories of Performance

Related Articles



Unleashing the Power of Team Performance Management

Team performance management is crucial for success, focusing on individual and collective contributions. To improve performance, set clear goals, encourage open communication, foster collaboration, provide feedback, and recognise success. Build positive relationships, invest in development, and monitor progress for sustainable, high-performance teams.