

Proposal
Performance Management
through Balanced Score Card

Greetings from Executive Education

Executive Education is an act of awakening a latent mind and filling it with new insights into the world. It is the never-ending process of liberating a mind from the darkness of ignorance to the light of knowledge, new perspectives and deeper understanding. Essentially, all good education forms a support system for hidden talents to emerge and for the student to go on and excel in life.

At **Jaipuria Institute of Management**, we understand the power of education. We aim to provide our **MDP** participants with a transformational experience; one that will liberate their minds, encourage them to think out of the box, to learn and imbibe the nuances of management practices, to innovate and to make informed choices.

Committed to provide high quality management education, **Jaipuria Institute of Management** is present at four locations – **Lucknow, Noida, Jaipur and Indore**.

Housed in modern and aesthetically built spacious campuses, equipped with state-of-the-art facilities, each of these locations offer a highly conducive and stimulating learning environment.

- ✓ **76** years of educational experience.
- ✓ **4** locations, **6** distinct PGDM programs, **1** unique delivery.
- ✓ **110+** full time eminent faculty members across four locations.
- ✓ **155+** visiting faculty members from industry and other top institutions.
- ✓ **250+** national and multinational companies to recruit.
- ✓ **100+** CEO and senior managers interact with students and deliver leadership lectures.
- ✓ International linkages for global student and faculty exchange programs with Universities in USA, Finland, Switzerland, Thailand and Taiwan.
- ✓ **1400+** research papers published in International and Indian Journals.
- ✓ **25** books published.
- ✓ **500+** MDP are offered for top and middle level managers.
- ✓ **110+** administrative and support staff.

Today, it is Alma mater of over **20000+** Participants from various PSU/MNC/private Sector across the country.



Executive Education at Jaipuria Institute of Management

Management Development has become very important in today's competitive environment in any business. It has been found in various surveys that the organizations that align their management development with strategic planning by investing in their employees have added considerably to their value chain. Our **MDP** program focuses on new developments and latest trends in managerial practices in a specific area. With greater focus on personal and organizational development the programs are designed to augment the managerial knowledge, skills, attitude and aptitude of your executives.

To this end, our **Management Development Programs (MDPs)** are designed with the right balance between theoretical inputs, practical insights and the latest research findings. Such programs help the key professionals in industry integrate management theories to the continuously changing business environment and refine their action plans to meet the business requirements. Our MDPs equip participants with strategic tools in the field of Strategic Planning, Finance, Marketing, IT, Operations, International Business, Organizational Behavior, HRM, Communications and Soft Skills like Time Management, Interpersonal Skills, Selling Skills, Presentation Skills, Leadership, Etiquettes and Grooming, Motivational Skillsetc.

We have MOUs Signed with Power Grid Corporation of India Limited, National Institute for Entrepreneurship and Small Business Development, Ministry of Rail Transport, Airports Authority of India and IMS Bhutan for conducting MDPs for their junior, middle and senior level executives.

Recently we have been empaneled by the **Ministry of External Affairs, Government of India** to conduct the prestigious **short-term trainings (3-6 weeks) for the foreign participants for the foreign participants** for the financial years 2019-20, 2020-21 and 2021-22.

In view of changing format of **Management Development Programs** globally, we are also offering Programs to be conducted online.

The programs we have developed are:

- **Planning for Retirement**
- **Gender Sensitization & Prevention of Sexual Harassment**
- **Leadership - Building Business Acumen**
- **Leadership – Result Orientation**
- **Leadership – Transforming self**
- **The Sales Mastery**
- **Design Thinking for Professionals** and [more...](#)

Recently we have successfully completed this online program for **Airports Authority of India, Indian Railway Catering and Tourism Corporation (IRCTC), Moody's Corporation, Power System Operation Corporation Ltd. (POSOCO), RailTel Corporation of India Ltd., Power Grid Corporation of India Ltd., SJVN Ltd., IFFCO and Power Finance Corporation Ltd. (PFC)**. Participants from **Indian Oil Corporation Ltd, Gail (India) Ltd., Punjab National Bank, National Fertilizers Ltd. and Central Coalfields Ltd.** have also undertaken this online module and their feedback was excellent.

Performance Management through Balanced Score Card

Performance Management System (PMS) is considered as the most critical component in the HRM map of organizations. Winning organizations build competitive edge using robust performance management systems that align employee performance to the organization's vision and strategic objectives. PMS helps in creating a culture wherein opportunities are provided for enhanced performance and giving out optimum performance becomes a way of life.

PMS needs to be dynamic and should initiate and reinforce individual as well as group action critical to organizational success. Being a system that is intended to bring to line individual, team, and strategic level organizational performance, it follows a cycle of interconnected activities involving the individual, supervisor, and, if required, the significant others. A balanced scorecard is a strategic management performance metric that helps companies identify and improve their internal operations to help their external outcomes. It measures past performance data and provides organizations with feedback on how to make better decisions in the future. The balanced scorecard is a strategic planning and reporting methodology that takes a company's objectives and splits them between 4 equally important perspectives: Financial, Customer, Operational and People.

This program outlines the process of designing and implementing an effective PMS through interactive case studies and other learning methods, the program would strive to provide insights into the above mentioned activities and help participants to evolve suitable interventions.

PROGRAM CONTENT

- Performance Management in a Strategic Context
- Importance, Objectives and Characteristics of Performance Management
- Performance Management System and Processes
- Balanced Scorecard & Performance Planning
- KPA/KRA-Goal Setting
- Strengths and Weaknesses of Balanced Scorecard
- Conducting Performance Review sessions

- Enhancing Performance through development tools –Mentoring and Coaching

**** Please note that the program contents can be further customized as per the needs of the Client**

DURATION: 3 Hrs./day (10:00 am to 1:30 pm) for 3 days

Each day 2 Sessions @1.5 hours each

COMMERCIALS:

Professional Charges: @ Rs. 15000/- for 30 Participants per day (2 Sessions @ 1.5 Hrs. each) plus GST

Batch Size – 30 participants

Can accommodate upto 40 participants

For additional participant (beyond 30) charges @Rs. 500/- per participant/ day plus GST