



Management Association of Pakistan

# BOOSTING TEAM PERFORMANCE<sup>©</sup>

## OBJECTIVE SETTING AND PERFORMANCE APPRAISAL

A One Day Workshop by Ahmar J. Iqbal

7<sup>th</sup> April 2021 | 10:00 am - 4:30 pm

Venue: Royal Rodale Club, Karachi

### LEARNING OUTCOME

- Understand the principles and importance of an effective performance management system
- Understand the objective setting process
- Understand the appraisal process
- Understand the concepts of performance ranking
- Understand the concept of establishing a talent pool

### OVERVIEW

Managing employee performance supports in the successful delivery of strategic and operational targets. There is a positive and direct relationship between the performance of individual employees and the overall performance of the organization. Using performance management systems delivers improved business results. An Effective Performance Management system is essential for managing and evaluating staff, developing their competencies, improving organizational performance, and ultimately accomplishing superior business results.

### METHODOLOGY

The program will be conducted through expert tutor input, participants' discussion and involvement, exercises, quizzes, case studies and a supportive course manual. Participants will be encouraged to discuss their organizational issues and collectively find solutions based on the facilitator's extensive hands-on experience in the field as well as sharing of experiences by all participants.



#### FACILITATOR'S PROFILE:

#### AHMAR J. IQBAL

Ahmar has hands on experience in operational and strategic management. His experience is multifaceted with leading organizations in Pakistan. He is a Mechanical Engineer by qualification and has worked in different functional environments covering Manufacturing Operations, General Management, Project Management, Quality, End to End Supply Chain, Acquisitions & Mergers, Business Integration, Strategic Planning, Business Process re-engineering and Vocational Training. The

multiplicity of knowledge covers sectors comprising of Foods, Pharmaceuticals, FMCG, Chemicals, Ceramics, Lighting and Development.

Ahmar has progressed from front line management position to the Board level positions. He has worked with legendary organizations including ICI Pakistan Limited, Reckitt & Colman, Philips Electrical Industries of Pakistan Limited, Hashoo Group, Mondelēz Pakistan Limited and Aman Foundation. His involvement with vocational training gave him opportunity of being Chief of Party for a US Aid Project and consultation tasks for GIZ- An implementing partner of EU on Technical & Vocational Education and Training (TVET) Reform Support Program. He has attended various local and international programs on management and leadership development.

Ahmar after spending 29 years in corporate world has partnered with other specialists and has started a consulting firm - Optimum Advisory with an objective to help businesses achieve their vision through focus on Growth, Efficiency and Capability agenda. He supports organizations to source, train and develop their human assets to take the business to the higher level. He has personal interests in coaching and mentoring young people.

Ahmar has been a founding member of International Supply Chain Educational Alliance - Pakistan Chapter and is on the Advisory Board of Work Placed Based Training - Sindh.

### COURSE OUTLINE

#### DEFINING

- The principles of performance management

#### PLANNING

- Establishing key performance measures for individuals and teams
- Deploying the business priorities within the organization
- Recognizing the competencies required for effective job performance
- Aligning training and development strategies

#### MANAGING

- Monitoring and tracking performance
- Coaching and leveraging performance

#### APPRAISING

- Effective appraisals
- Bell Curve theory
- Performance Ratings
- Talent bench

### WHO SHOULD ATTEND?

Team Leaders, Line Managers and Supervisors accountable for the performance of the organization and its employees.

Human Resource professionals who are responsible for the design and implementation of performance management systems.

📞 Ushna Nehal: 0335-2186128 | Zohra Kirani: 0341-3547143 | 021-35172431-3

✉️ [programs@mappk.org](mailto:programs@mappk.org) | [event@mappk.org](mailto:event@mappk.org)



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## REGISTRATION FORM

Institutional Member

☐

Student Member

☐

Individual Member

☐

Non-Member

☐

Name \_\_\_\_\_

Designation \_\_\_\_\_ Membership No. \_\_\_\_\_

Organization \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Mobile \_\_\_\_\_ Email \_\_\_\_\_

MODE OF PAYMENT

Cash/Cheque No. \_\_\_\_\_

Dated \_\_\_\_\_

Amount \_\_\_\_\_

### ADMINISTRATIVE INFORMATION

Registration Fee*	Early Bird Fee (Register by) 25 <sup>th</sup> March 21	Regular Fee
MAP Institutional Member	Rs. 11,900/-	Rs. 13,500/-**
For two or more Institutional member nominations	Rs. 10,900/-	Rs. 12,500/-
MAP Individual Member	Rs. 9,500/-	Rs. 11,000/-
Student Member	Rs. 5,000/-	Rs. 5,500/-
Non-Member	Rs. 15,000/-	Rs. 16,000/-**

\*Includes: MAP Certificate, Printed Course Material, Lunch & Tea.

\*\* Note: 20% Discount is available on nominations for 5 or more participants

### Registration:

Registration to be confirmed only on receipt of cheque in advance

- Cancellations or substitute nominees acceptable up to 48 hours prior to the event.
- Early bird discount can only be availed if payment is made before the day of event. Otherwise, invoice will be reissued at Standard Fee.
- Please complete the Registration Form attached here to along with a crossed cheque for the applicable fee, in favor of Management Association of Pakistan, to be sent to MAP's address given below:

### For Direct Transfer

- Acct Title : Management Association of Pakistan
- Bank Name : MCB Bank Limited
- Account Number : 0006903010000302
- IBAN : PK62 MUCB 0006 9030 1000 0302
- Branch Name : GTB Branch Karachi (0069)
- Payment Advice to be sent at:  
accountant@mappk.org | info@mappk.org