



1st Time in Singapore

~ ~ Always Sold out Master class in Philippines and Indonesia ~ ~ ~

Managing Performance without Ratings



Course Objective

This course is for human resources leaders responsible for supporting performance management in their organizations, and who need to evaluate the merits of using (or not using) ratings, forced distributions (stacked ranking) or other tools.

The course examines the trend to drop the use of ratings, and related drivers, enablers and barriers. It reviews the basics of performance management, immersing participants in a quick overview of various approaches to performance management and their pros and cons.

Target Audience

For all HR Leaders with responsibility for developing performance management or pay-for-performance practices for their organizations.

Learning Outcomes

By the end of the session, participants should be able to:

- Explain the details behind the headlines of companies dropping ratings
- Explain the driver, enablers and barriers of moving away from use of ratings
- Assess their organization's readiness for managing performance without ratings including management readiness, team performance culture and communication
- Re-examine the objectives of a performance management system
- Distinguish the purpose of managers, tools, HR and Rules
- Explain alternative methods for performance appraisal, and their pros and cons
- Explain how large companies maximize effectiveness of ratings system, i.e. what we thought – until recently – were “best practices”

Date: 17 November 2016
Time: 9am to 5pm

Course Outline

- Morning**
1. The headlines – who is dropping ratings and why
 2. Enablers and Barriers to dropping ratings
 3. Western countries have started this.....is it right for Asia?

Afternoon

1. Revisiting performance management
2. Four skills managers need, regardless of your company system
3. HR role
4. Building a case for change
5. Case study (exercise)

Speaker Profile

Tom Farmer is an American management consultant based in Singapore the last nine years, specialising in global total rewards, including performance management and compensation. With 20 years of corporate experience and 10 years of consulting, Tom has been directly involved in the development and implementation of performance management systems and the linkage between pay and performance, across many industries in both Asian and Western organisations.

Tom is Managing Director of Freelance Total Rewards, founded in Singapore in 2013, serving local and multinational companies. His firm has conducted research in 2015 and 2016 on "Ending the Use of Performance Ratings in Asia" and he has presented this 1-day workshop in both Manila and Jakarta to 275 total attendees, representing many industries. As a regional hub for many western MNCs, Singaporean HR and C&B leaders need to know how to set an agenda for their own organisation regarding this hot topic.

Includes:

- 1 set of course materials
- 1 Lunch, 2 tea-breaks.

Register Your Seats Now!!!

| Fees Type | Full Fees : (Inclusive of 7% GST) |
|---|--------------------------------------|
| Normal Price | \$1284.00 |
| Extended Early Bird Price (Register by 30 August 2016) | \$963.00 |

TO REGISTER:

Simply go online to www.sgemployers.com
Select the “Training” folder and click on the topic: Managing Performance without ratings under Global Remuneration Professional

You can contact SNEF:

To REGISTER, simply go online to Register and to reserve a seat for you or your people to obtain the Global Mobility.

Or simply email SNEF at: darren_lim@snef.org.sg or trg@snef.org.sg - Or call Darren at 6827 6930.