



- Bangalore
- Chennai
- Kochi

Shaping Future Leaders

Management Development Programme
on

Performance Management for First Time Appraisers or Appraisees

Oct 17 – 18, 2019



XAVIER INSTITUTE OF MANAGEMENT & ENTREPRENEURSHIP,
Bangalore - 560100

Overview

Managers often consider formal performance appraisal as an annual event that results in a performance rating being assigned to an employee that is used as the basis for financial and non-financial rewards, with or without any formal developmental feedback. However, the system goes beyond the formal appraisal process and typically encompasses all the activities undertaken to identify, measure and enhance the performance of individuals and teams. The process also serves to align individual and team performance with the strategic goals of the organization.

The two day Programme shall enable first time appraisers or appraisees to appreciate the performance management process beginning with performance planning, moving on to performance review to performance evaluation.

Who Will Benefit

Managers who are First Time Appraisers or Appraisees.

Teaching Methodology

The workshop is conducted using presentations and case discussions.

Modules

- Performance Planning: Linking Business Objectives and Individual Job Roles
- Performance Review and Improvement: Feedback to Employee; Coaching; Training & Development
- Performance Evaluation: Ratings and Rankings; Administration of Salary Increases, Short and Long Term Incentives; and Career Management

Profile of Resource Persons:

R. Sridhar

Sridhar is currently the Director at XIME, Bangalore. He was Head – Corporate Human Resources and Member, Corporate Management Committee of ITC.

During his 37-year tenure in ITC, Sridhar has had extensive experience in directly managing Employee Relations at various locations in India and has led negotiating teams to conclude several “productivity” based Long Term Agreements with Trade Unions. As

Head of HR for various Businesses of ITC, his focus was on enhancing the salience of HR and establishing formal systems to manage and develop people. The initiatives included enhancing the effectiveness of Performance Management (through the implementation of the Balanced Scorecard), strengthen Employee Alignment and Bonding (through an Integrated Branding campaign) and systematize Training and Development (through a Competency Framework). As Head – Learning and Development (L&D), Sridhar developed an L&D agenda for ITC to enable the organization to be future capable and enable the Businesses / Divisions of ITC to become proficient in the practice of L&D. As Head – Corporate Human Resources and Member, Corporate Management Committee, the agenda had been to modify and upgrade HR systems and processes such as Recruitment & Selection, Performance Management, Compensation and Benefits, Employee Engagement and Capability Building.

Sridhar is a Post Graduate in Industrial Relations and Welfare from Xavier Labour Relations Institute (XLRI), Jamshedpur, India (1982) and a Fellow in Management from XLRI Jamshedpur, India (2009).

Mr. K. Nanda Kumar

Nanda Kumar is a human capital strategist, with considerable background in Employee Relations. He has worked in organizations in multiple industries including Mining, Agri products, FMCG and Pulp & Paper. He has around 40 years of experience in the area of Employee Relations that includes establishing ER Policy, Collective Bargaining, Signing Long Term Agreements with Unions, Contract Workforce Management, and all facets of Dispute Resolution - Conciliation, Adjudication, etc. He is currently Partner at a Business Consulting firm - First Principles. He is ER Advisor to the Taj Group of Hotels and conducts ER capability building programs for Hindustan Coca-Cola Beverages, Aurobindo Pharma, Pepsi, ITC, Thermax, Cummins India, Marico, Myntra, and Jabong and does consulting assignments for ITW Automotive Division, Tupperware India, and Signode India. Nanda Kumar is a Visiting faculty at TISS, Hyderabad Campus. He is a Non-Executive, Director on the Board of Ravi Leela Granites Ltd.

Prior to First Principles, Nanda Kumar was Head of HR for the Paper and Specialty Papers Division of ITC from where he retired. He started his career in Hindustan Zinc and then joined ITC in its Agri Business Division and worked there for several years.

Nanda Kumar holds a Master's degree in Business Management and a degree in Law.

Duration and Dates

- Duration : 2 Days - Oct 17 - 18, 2019
- Fees : Rs. 6,500/- + 18% GST
: Rs. 4,500/- + 18% GST (Academic Participants)
- Coordinator : Dr. R. Sridhar (9831055312)
- Contact : r.sridhar@xime.org; mdpblr@xime.org

Bank Details:

Beneficiary : XAVIER INSTITUTE OF MANAGEMENT & ENTREPRENEURSHIP
Bank Name : SOUTH INDIAN BANK
Branch : KORAMAGALA BRANCH
Account No : 0416053000000201
IFSC Code : SIBL0000416

Accommodation

A limited amount of accommodation is available on first come first serve basis. Charges applicable for every 24 hours of stay for AC Rooms are Rs 1600/- for Twin Sharing and Rs 1250/- for Single occupancy. GST 18% is applicable. Mode of Payment: Cheque / DD / NEFT / Paytm.

About XIME

XIME is one of the top B-Schools of India, with excellent campuses in Bangalore, Kochi and Chennai. It has been founded in 1991 by a group of academicians headed by Prof. J. Philip, who is a former Director of IIM-Bangalore and a former Dean of XLRI. XIME's flagship programme is its two-year PGDM. XIME has a strong B-Schools network with some of the leading institutions in France, Germany, Italy, the U.S., Brazil, China, Russia and South Africa.

XIME received ACBSP accreditation (Accreditation Council for Business Schools and Programs of the United States), a milestone in the onward progress of the institution. XIME has found 11th place in the CSR ranking of Private B-Schools, 26th Rank among all B Schools of India by Careers 360 in Nov 2018 and A1 category by Business Standard published in December 2018.

For further details, please contact

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