



ATENEO DE MANILA UNIVERSITY
GRADUATE SCHOOL OF BUSINESS



CENTER FOR CONTINUING EDUCATION

in partnership with



*Center for Entrepreneurship &
Management Education, Inc.*

Module II

Reviewing: Alternative Performance Management Systems

Managing People in Entrepreneurial Organizations

January 28, 29, & 30, 2020



Reviewing: Alternative Performance Management Systems

Reviewing people is to measure and evaluate their performance with the organizational goals in mind. The idiom used for reviewing and evaluating people is to “size them up.” More often than not, rather than using quantitative “sizers,” very qualitative assessments are made. “He’s okay... She does the work well... He shows initiative... She has a very pleasant personality.”

Performance goes beyond the efforts exerted by the employee. Performance measures the actual outputs, end results and outcomes delivered by the people because they are competent, committed and highly participative. They deliver the deliverables. They satisfy and delight customers. They generate sales. They impact positively on the lives of beneficiaries. They produce good bottom line results. They yield commendable returns. They bring prestige, honor and good will to the organization. Performance measures are quantified attainments of the vision, mission and objectives set.

Objectives

This program aims to enhance and deepen the knowledge and understanding of the HRM functions and is primarily intended for professional HR practitioners and entrepreneurs who see the need to strengthen their people management skills.

Who should attend?



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Program Outline

- I. Designing Performance Management Systems (PMS)
- II. Evaluating and selecting the most appropriate PMS
- III. Developing performance metrics to achieve desired results
- IV. Cascading institutional metrics to departmental, team and individual levels
- V. Performance management reviews
- VI. Performance improvement programs

Resource Speaker:



Dr. Eduardo "Edmo" A. Morató Jr. is concurrently the chairman of ACE Center for Entrepreneurship, the partner organization of AGSB for the ME program, and chairman and president of Bayan EDGE, Bayan Academy and SEARCH. He is also an Eminent Fellow at the Development Academy of the Philippines.

His body of work, which include over 500, numerous monographs and thought pieces, encompasses his 50 years of service to education, public administration and civil society while actively engaging in consultancy, research, and training services for private corporations and government agencies. Writing books, cases and monographs is his way of sharing his copious knowledge and experience as an educator, development manager and management guru.

After obtaining his AB Economics degree from the Ateneo de Manila University, he then pursued his Master in Business Management degree at the Asian Institute of Management (AIM). He earned his doctorate in Public Administration at the University of the Philippines. A consistent University Scholar during his post graduate doctoral course, his dissertation topic was on Policies and Strategies to Promote and Develop Entrepreneurship in the Philippines.

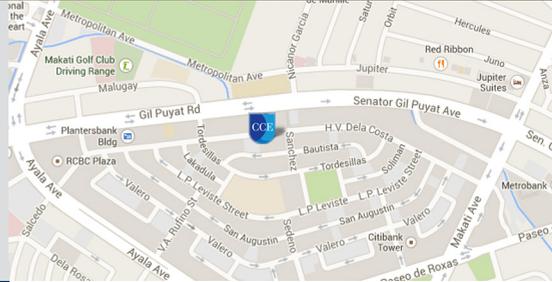
Complementary Courses:

- Introduction to HRM Framework
- Rewarding: Compensation, Benefits, and Incentives that Match Works Requirements



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DATES:

January 28, 29, & 30, 2020
Tuesday, Wednesday and Thursday
9:00 AM to 5:00 PM

PROGRAM FEE:

Php 24,900.00 (Early Eagle Rate
until Jan. 14)
Php 27,900.00 (Regular Rate)

**Schedules and prices may change without
prior notice.*

Register NOW!



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PROGRAM INCLUSIONS:

- Program fee
- Training kit
- AM/PM snacks
- Lunch
- Certificate of course completion