



ATENEO DE MANILA UNIVERSITY  
GRADUATE SCHOOL OF BUSINESS



CCE CENTER FOR CONTINUING EDUCATION

IN PARTNERSHIP WITH



Center for Entrepreneurship &  
Management Education, Inc.

## Module II:

### Reviewing: Alternative Performance Management Systems

## DATES

September 24, 25, & 26  
Tuesday, Wednesday and Thursday

## PROGRAM FEE

Php 24,900.00 (Early Eagle Rate  
until Sept. 10)

Php 27,900.00 (Regular Rate)

**Register Now!**



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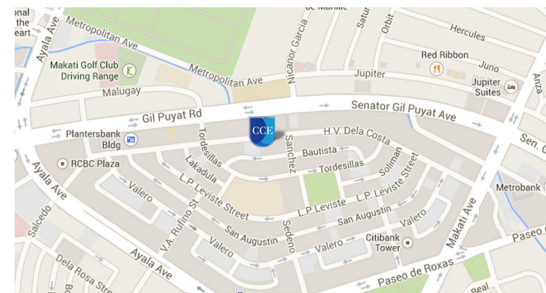


www.cce.ateneo.edu

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

## VENUE

3/F Ateneo Professional Schools Bldg.  
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## PACKAGE INCLUSIONS

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

August 8, 2019

## Module II

### Reviewing: Alternative Performance Management Systems

Managing People in Entrepreneurial Organizations

September 24, 25, & 26, 2019



## 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?



Professional HR practitioners;  
Entrepreneurs (with more than two employees)

## Program Outline

- I. Designing Performance Management Systems
- 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