Training Program Description

Organizations devote significant time, energy, human and financial resources to measuring their performance in achieving strategic objectives. But the sobering fact is that about 9 out of 10 organizations fail to implement their strategies.

The Balanced Scorecard has emerged as a proven and effective tool to capture, describe, and translate organizations strategic goals, into meaningful objectives at corporate, divisional, and individual employee levels, thereby allowing for the strategies to be successfully implemented.

This Training Program is designed for

- Leaders of Performance Management Projects
- Executives and Executive teams looking for a practical approach to strategy
- Internal project coordinators and consultants
- HR and Finance managers

The Learning Model
The trainer uses up-to-date training techniques and a variety of training methods, to give all participants the best opportunities for learning, including:

- Class Session
- Discussions
- Simulations exercises
- Case studies and Problem Solving Exercises
- Individual assignments
- Templates and tools
Course Duration
14 Training Hours

Training Program Outline

Introduction to Performance Management
- Performance Management and the need for the Balanced Scorecard
- Balanced Scorecard as a management tool

Step-by-step Development of the Balanced Scorecard
- Getting started
- Mission, Values, Vision & Strategy
- Developing performance objectives and measures
- Finalizing measures and developing cause and effect linkages
- Setting targets and prioritizing initiatives

Embedding the Balanced Scorecard in the organization’s management system
- Cascading the balanced scorecard to build organizational alignment
- Using the balanced scorecard to strategically allocate resources
- Linking rewards to performance: The balanced scorecard and compensation

Sustaining Balanced Scorecard Success
- Reporting balanced scorecard results
- Maintaining the balanced scorecard

Balanced Scorecards in the public and non-profit sectors

Concluding thoughts on Balanced Scorecard Success