



Improving Performance Management & Measurement

Course Overview

The nature of work has changed dramatically in the 21st Century organization. It is clear that organizational success requires individuals who are aligned to the strategy and clear on what they need to deliver. In this course we will discuss the use of Results-Focused job descriptions to drive strategic alignment and achievement. Through articulation of job results, an organization can ensure that all jobs have a distinct and meaningful purpose and that each management layer in the organization adds commensurate value in implementing strategy. Results can then easily be communicated throughout the organization and a clear view can be seen of how expectations cascade from the strategy. It is the tool that forms the foundation for the entire performance management system.

The program consists of two learning modules:

1. Results-Focused Job Descriptions
2. Measuring Performance

These two lessons provide a toolkit and process for developing Results-Focused Job Descriptions that align employees with the goals of the organization. In these modules you will learn: What a Results-Focused job description is, how to develop one, and how to use them to focus employees on what they must accomplish.

HRCI Strategic Recertification Credits

Participants will earn **1.5 Strategic-Business** HRCI Recertification credits. At the conclusion of the two lessons participants will complete a learning check.

Other Information

The program will be delivered through Transformation Solutions LMS portal hosted by Taleo/Learn.com for which each participant will have their own log-in. Microsoft Internet Explorer 8, Firefox 3.56, or Chrome 4 are necessary to view the courses. Upon receipt of payment, Transformation Solutions will issue the user log-in and site access information. Participants will have access to the portal for **1 MONTH** from the time of payment in which to complete the program.

Included with the purchase of this course is the e-book “Improving Performance Management & Measurement” which details the process for developing your own Results-Focused Job Description as well as contains more than 50 sample job descriptions.

The use of this seal is not an endorsement by HR Certification Institute of the quality of the program. It means that the program has met HR Certification Institute's criteria to be pre-approved for recertification credit.