

# PERFORMANCE MANAGEMENT



01 Day **Interactive Experiences Sharing Workshop**

SDPI | Islamabad | 28 Dec. 2011 | 20% Discount Available

**Registration deadline is 20<sup>th</sup> December 2011.**

## TRAINER PROFILE

**Mr. Naushad H. Javaid** has served as Director, People Excellence, Telenor Pakistan. He is a BPS Certified Psychometric Analyst and a Certified NLP practitioner. This allows him to build leadership at all levels. He is also a trained trainer with over 1000 hours of trainings delivered to organizations like Telenor, Pakistan Tobacco Company [British American Tobacco Group], Pakcom Instaphone, FMC United, Servis Industries, Nishat Group and H Karim Buksh.

At Telenor Pakistan Naushad has worked with developing the kind of culture the group aimed for as per its Values and Leadership Expectations. This was done through Survey Feedback Methodology complemented by a comprehensive Leadership Development intervention. He developed Performance Management & Development processes. Additionally, he undertook development of a comprehensive Competency Framework and an entire Training Framework around this competency model.

Naushad is the author of a book called "Journey Man's Diary-Vol I" This book is about what happens in organizations and what should. This book is based on his experiences in the corporate world where management theory meets every day organizational realities. It is available online through Amazon.com and Barnesandnoble.com.

## KEY CONTENTS COVERAGE

1. Introduction to the practical side of performance management as it happens in the workplace
2. Organizational best practices of performance management in the Pakistani context
3. Major pitfalls encountered during performance management in the Pakistani context
4. Experiences and queries with respect to performance management

## LEARNING OBJECTIVES

1. Understanding the critical do's and don'ts with respect to performance management for organizations in Pakistan
2. Sharing of local examples with respect to performance management
3. Answering participants' questions with respect to the issues they face in managing performance in their organizations

## REGISTRATION FEE & DISCOUNTS

Rs. 8,000/- per person payable through crossed cheques/bank-drafts/pay orders in favour of Sustainable Development Policy Institute. **SDPI is exempted from income tax.** This fee will cover the cost of training material, stationery, lunches, teas, group photographs and certificates. **20% discount** for women, SDPI members, HRDN members on each nomination, students registering through their institutions and groups of two or more. One free seat is available to a nominee of the Press Club. 20% discount will be given on additional nominations. 15% discount is available for participants who have previously attended SDPI's workshop since 2009.

## REGISTER BEFORE 20<sup>TH</sup> DECEMBER 2011

Asad Raza or Asif Mehmood  
Sustainable Development Policy Institute [SDPI]  
38, Embassy Road, G-6/3, Islamabad, Pakistan  
www.sdpi.org/ccb      ccb@sdpi.org  
Tel: +92 [0] 51 2278134, +92 [0] 300 5795322  
Fax: +92 [0] 51 2278135

