

People Focus Consulting

# Performance Management: setting goals, assessing results and providing feedback

## Japanese

### Objectives

- Understand the meaning, cycle of performance management or management by objectives
- Learn the process of goal management
- Practice relevant communication skills

### Methodology

- Interactive-lecture and group discussion for team learning
- Practice-oriented role playing

### Program details

- What is performance management?
- Share challenges in performance management
- Learn the importance and method of setting SMART goals
- Process of performance review meetings
- Practice communication skills in performance meetings: feedback and active listening
- Case studies

### Strong points

- Practical communication exercises

### Profile of the facilitator

Mr. Hiroshi Okakura graduated from Keio University's Faculty of Policy Management with a major in Human Resource Management. He worked as an HR consultant for Recruit Management Solutions and the PwC Group, and was involved in such initiatives as Balanced Scorecard implementations (BSC) linking clients' employee performance management to their overall organization strategy, HR system design, and human resource development. He also has experience as a trainer and career counselor, and was involved in setting up both Intelligence USA Inc. and two start-up companies. Most recently, he has leveraged his experience as an HR consultant, his hands-on expertise in setting up successful businesses, and his strong business acumen to design a training program that guides client companies through the integration of their various HR systems. This program embodies the hands-on 'action learning' model of training, engaging participants with case studies and roleplay exercises that really bring the training concepts to life.

Training company

**People Focus Consulting**

Date

~~October 19<sup>th</sup>, 2018 (Fri)~~  
**October 18<sup>th</sup>, 2018 (Thu)**

\*the schedule has been changed

Time

**9:00-18:00**

Place

**CCIFJ**

Language

**Japanese**

Target participants

**Line/Project managers and anyone who want to learn practical methods for enhancing the performance of the members of the team he or she leads**

Price

**50,000 JPY (tax excluded)**