

SPONSORED TRAINING

GOAL SETTING & EFFECTIVE PERFORMANCE MANAGEMENT

Set Clear Goals. Manage Performance. Drive Excellence.



DATE
FRIDAY,
06 NOVEMBER 2026

FEE
UGX 500.000

TARGET PARTICIPANTS
Line Managers, HR Managers and Officers, Heads of Department, Supervisors and Team Leaders

TRAINING OVERVIEW

This programme equips managers and HR professionals with practical skills for translating organisational priorities into measurable individual and team objectives and effectively managing employee performance throughout the performance management cycle.

TRAINING OBJECTIVES

Participants will strengthen their ability to establish SMART objectives and KPIs, cascade organisational goals, monitor employee performance, conduct effective performance conversations, provide constructive feedback and address performance gaps.

TRAINING METHODOLOGY

The training will use interactive presentations, practical performance management tools, group exercises, case studies, role plays and action planning to enable participants to apply the concepts to actual workplace performance situations.

LIMITED PLACES - RESERVE EARLY

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ADDRESS:

13th Floor, DTB Centre, Kampala Road, Opp. Cham Towers.

Online Certificates will be issued after the training

TAILORED TRAINING CONTENT

1. Understanding the performance management cycle
2. Linking organisational strategy to departmental and individual objectives
3. Developing SMART performance objectives
4. Identifying and setting meaningful KPIs and performance targets
5. Cascading goals and establishing individual accountability
6. Performance monitoring and documentation
7. Conducting effective performance reviews and appraisal discussions
8. Providing constructive and developmental feedback
9. Managing underperformance and developing Performance Improvement Plans
10. Developing individual performance action plans

EXPECTED OUTCOMES

By the end of the training, participants will have:

- Improved ability to set clear, measurable and aligned performance goals;
- Skills to cascade company goals to departmental & individual Goals.
- Greater capability to monitor and evaluate employee performance;
- Improved skills in conducting performance discussions and providing feedback;
- Stronger ability to address underperformance and improve individual and team performance; and
- Enhanced accountability and alignment of employee performance with organisational results.