PERFORMANCE MANAGEMENT

Aligning Strategy, People, and Results

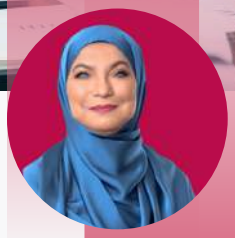
Performance management is not just about measuring outcomes. It's about creating a system where strategy, people, and execution are fully aligned. When leaders understand how organisational goals translate into individual contributions, performance becomes purposeful, motivating, and measurable.

This program reframes performance management as a continuous, integrated system that combines KPI alignment, coaching, and recognition. Leaders will experience how to turn strategy into actionable goals, keep teams engaged through regular updates and feedback, and sustain momentum with a culture of accountability and growth.

KEY TAKEAWAY

- Link vision, mission, and strategy to measurable results through corporate and individual scorecards.
- Apply KPI alignment and cascading to connect individual objectives with departmental and organisational goals.
- Differentiate between lagging and leading indicators to manage both outcomes and drivers.
- Conduct performance updates, coaching sessions, and 360° feedback to guide continuous improvement.
- Use performance calibration to ensure fairness in ratings, bonuses, and recognition.
- Apply the 4 Disciplines of Execution (4DX). Focus, leverage, engagement, and accountability, to sustain results.





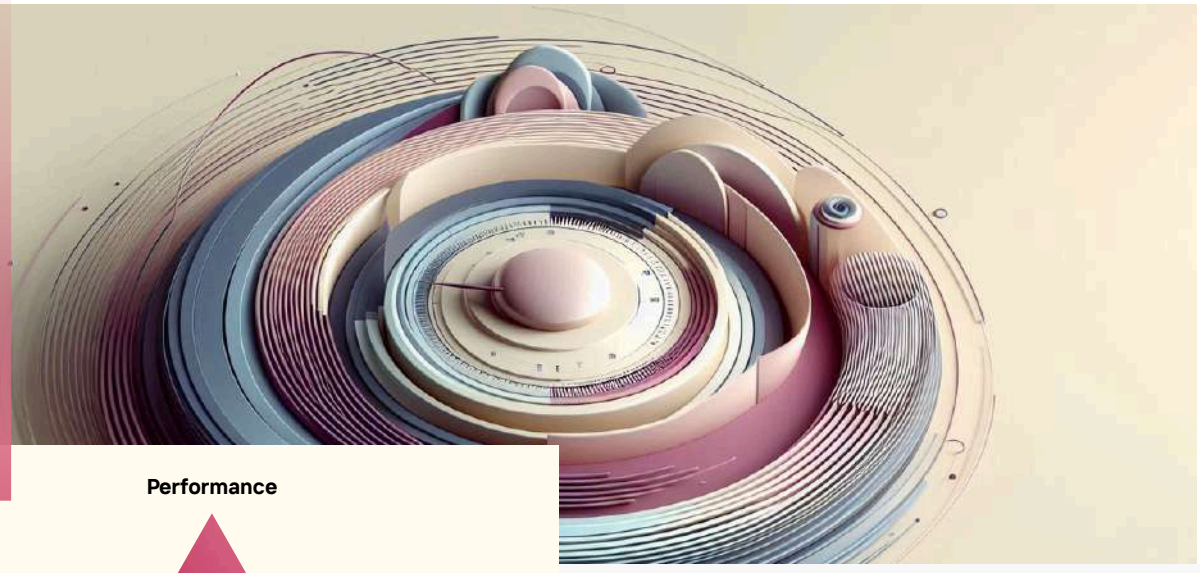
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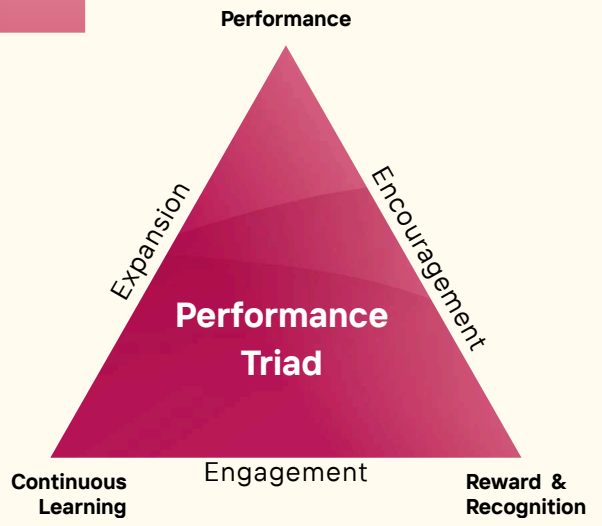
FATHIYAH MUEN is a dynamic L&D strategist with nearly 20 years of global experience.

Known for her innovative use of visual thinking and experiential learning. She has led transformation and talent projects across Asia, partnering with organizations such as EPF, MCMC, INTAN, and the National University of Singapore.

A certified coach and trainer, Fathiyah empowers professionals to find their voice, drive performance, and achieve lasting growth..

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What Makes This Different

Unlike traditional appraisal-based systems, this program integrates strategic planning, behavioural change, and technology enablement. With tools like digital dashboards and gamification, leaders and teams gain real-time visibility into performance, making accountability both transparent and engaging.

EXPECTED RESULTS

- Clear line-of-sight between organisational strategy and individual performance.
- Leaders skilled in setting meaningful KPIs and driving accountability.
- Increased fairness and transparency in performance reviews and rewards.
- A culture of continuous feedback, learning, and recognition.
- Improved engagement and retention of high performers

Proof of Impact

Applied in large-scale corporate settings, this approach has enabled organisations to align thousands of employees to strategic goals, increase execution discipline, and reduce performance gaps through coaching, recognition, and continuous feedback loops.