

## Part II - Workshop A3

### Performance Management Excellence

**Course Code:** PT-251111

**Date and Time:** 26 Nov 2025, 9:30am – 5:30pm

**Duration:** One-day (7 hours)

**Venue:** 9/F, No.9, Shing Mun Road, Caritas Social Service Building

**Targets:** Team Leaders, Middle Managers, Supervisors, Human Resources Professionals, and anyone involved in supervision and management processes

**Fee:** Early bird fee : \$1,170 (On or before 21 Oct 2025)

Original Fee : \$1,300

\*Enroll 2 or more courses: extra 10% off (If participants want to enjoy the “2 or more courses” offer, they must indicate in the enrollment form)

#### **Aims:**

To equip leaders and managers with advanced skills and tools for designing and implementing effective performance management systems that drive organizational success.

#### **Objectives:**

- ❖ Design effective performance management systems
- ❖ Develop professional feedback and evaluation skills
- ❖ Create a development-focused culture within teams

#### **Content Outline**

##### Part 1 – Performance Management Framework

- System optimization
- Goal alignment strategies
- Feedback mechanisms

##### Part 2 – Implementation Tools

- Performance conversation templates
- Evaluation frameworks
- Case studies and practical exercises

## Key Takeaways

- Master the design and implementation of robust performance management systems
- Enhance your ability to give meaningful feedback and conduct effective evaluations
- Cultivate a workplace culture focused on growth and continuous improvement

## Training Format and Prerequisite

- It is a 7-hour training. The training format will include lectures, case discussions, hands-on practice, and role-play
- Prerequisite: Participants must have completed Part I – Core Training, or demonstrated equivalent basic coaching training.

## Trainer:

### Dr. Rosa Chiu 招錡昕博士

- Professional Team Member, Transforming Space Counseling & Development
- Ph.D. in Enterprise Management, Shanghai University of Finance and Economics (PRC)
- Master of Counselling, Monash University (Australia)
- Senior Professional in Human Resources – International (SPHRi™)
- Chartered Governance Professional (CGI), ESG Certificate (HKCGI)
- Master Coaching for Transformational Change (MCTC) (Paradigm21)
- Associate Certified Coach (ACC) (International Coaching Federation, ICF)
- Registered Corporate Coach (WABC)
- Accredited General Mediator (HKMAAL)
- Life Planning Development Facilitator, Service Instructor, and Training Instructor (LPAHK & LDi)
- Neuro-Linguistic Programming (NLP) Practitioner (IMT)
- DISC Personality Analysis (IMT)

Rosa is a seasoned HR leader, ICF-certified executive coach, and accredited mediator with extensive experience in talent development, performance management, and leadership coaching. With years of senior management experience in large organizations, Rosa has successfully led teams, designed HR strategies, and implemented best practices in talent and performance management. With strong skills in communication, empathy, and practical problem-solving, she is dedicated to empowering both organizations and individuals to achieve professional growth and success.