

## HR 613: Coaching for Performance

### Course Description:

This online graduate-level course explores the concepts and practices of performance management in organizations. It places an emphasis on the performance management process and focuses on identifying the various methods to measuring results and behaviors. The course will also help learners identify the alternative designs available for the appraisal process, and explore ways to link the performance appraisal to an overall talent management strategy led by HR.

\* This course has been designed to align with HR competencies identified by the Association for Talent Development (ATD), HR Certification Institute (HRCI), Bersin by Deloitte, the Association for Human Resource Development, and the Society for Human Resource Management (SHRM) for Graduate HR Curriculum Guidelines.

### Learning Objectives:

Upon the completion of this course, learners will be able to:

- 1) Define performance management and discuss it within the context of organizational strategic planning
- 2) Discuss the performance mgt. process
- 3) Discuss the various approaches to measuring results and behaviors
- 4) Discuss the pertinent aspects and challenges of implement a performance mgt. system
- 5) Explain the linkages of employee development to performance mgt.
- 6) Analyze an organization's performance mgt. system and offer recommendations for its improvement