Professional

RECOGNITION & APPRECIATION PROGRAMS

COURSE OVERVIEW

Designing total rewards components that drive intrinsic motivation and culture, moving beyond monetary bonuses.

COURSE OBJECTIVES

- Design peer-to-peer and manager-led recognition programs.
- Balance monetary vs. social recognition.
- Ensure recognition is timely, specific, and authentic.

SKELETON OUTLINE

- The Economics of Gratitude.
- Designing a Total Recognition Strategy.
- Gamification in Recognition.
- **Project:** Designing a "Kudos" Program Framework.

PERFORMANCE CONVERSATIONS & COACHING

COURSE OVERVIEW

Shifting performance management from a backward-looking "judgment" process to a forward-looking "development" process.

COURSE OBJECTIVES

- Transition from annual appraisals to continuous coaching.
- Set agile goals using OKRs (Objectives and Key Results).
- Facilitate calibration sessions to ensure fairness.

SKELETON OUTLINE

- The Death of the Annual Review?
- The Coaching Habit: Asking vs. Telling.
- Continuous Feedback Loops.
- **Roleplay:** The Development Check-In.

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