



Performance Management

SEHG-SV-2211 · Business · approx. 1 min seat time · English · 100% online, self-paced

Accreditation & industry alignments: none verified on record — institutional accreditor mapping pending

COURSE DESCRIPTION

Performance Management is not a company's way of employing "micro-managing" techniques that stunt the professional growth of its employees. Rather, it is a strategic approach to ensuring the efficiency and effectiveness of an organization. Whether at the organizational, departmental or employee level, the goal of performance management is to make sure all business goals are being met in a satisfactory manner. Supervisors and Managers course: Performance Management.

WHO THIS COURSE IS FOR

Working professionals, team leads, and career-changers who want practical, job-ready Business skills — no prior coursework required. Teams and organizations can enroll groups for consistent, measurable upskilling.

SKILLS & LEARNING OUTCOMES

Upon completion, the student will be able to:

- Define performance management
- Understand how performance management works and the tools to make it work
- Learn the three phases of performance management and how to assess it
- Discuss effective goal-setting
- Learn how to give feedback on performance management
- Identify Kolb's Learning Cycle

WHAT'S INCLUDED

- 1 clock hour(s) of self-paced online learning
- 12 course modules
- 0 instructional videos — 0 minutes of total video runtime
- This syllabus (PDF), downloadable for reference
- Official SEHG Certificate of Completion upon finishing the course
- Language editions: English

Delivered 100% online and self-paced in the SEHG learning platform. This section lists the materials currently delivered for this course.

MODULE MAP

- **Module 1 — Introduction**
 - Course Objectives
- **Module 2 — The Basics (I)**
 - What is Performance Management?
 - How Does Performance Management Work?
 - Tools
 - Case Study

- **Module 3 — The Basics (II)**
 - Three Phase Process
 - Assessments
 - Performance Reviews
- **Module 4 — Goal Setting**
 - SMART Goal Setting
 - Specific Goals
 - Measurable Goals
 - Attainable Goals
 - Realistic Goals
 - Timely Goals
 - Monitoring Results
- **Module 5 — Establishing Performance Goals**
 - Strategic Planning
 - Job Analysis
 - Setting Goals
 - Motivation
- **Module 6 — 360-degree Feedback**
 - What is 360-degree Feedback?
 - Vs. Traditional Performance Reviews
 - The Components
- **Module 7 — Competency Assessments**
 - Competency Assessment Defined
 - Implementation
 - Final Destination
- **Module 8 — Kolb's Learning Cycle**
 - Experience
 - Observation
 - Conceptualization
 - Experimentation
- **Module 9 — Motivation**
 - Key Factors
 - The Motivation Organization
 - Identifying Personal Motivators
 - Evaluating and Adapting
- **Module 10 — The Performance Journal**
 - Record Goals and Accomplishments
 - Linking With Your Employees or Managers
 - Implementing a Performance Coach
 - Keeping Track
- **Module 11 — Creating a Performance Plan**
 - Goals
 - Desired Results
 - Prioritization
 - Measure
 - Evaluation
- **Module 12 — Assessment**

COMPLETION & CERTIFICATION

Completion-based: a certificate of completion is issued after all course videos have been viewed.
 The certificate of completion is non-credit. This course does not currently carry academic credit or CEUs.

OFFICIAL SEHG CERTIFICATE

Graduates receive the official Synergy University Education Certificate of Completion — issued by the Office of the Registrar with a unique credential ID, shareable to LinkedIn and verifiable online.

Every certificate carries a unique credential ID — verify at:

SynergyEducation.AI/verify

SUPPORT, ACCESS & POLICIES

- Support: CEO@SynergyEducation.AI
- Accessibility: ADA/WCAG 2.1 AA-first delivery; accommodations available on request.
- Academic integrity and refund policies: per SEHG student handbook.

Enroll Today

Tuition per learner (Essentials tier) — enroll online with the course code below.

\$49 · SEHG-SV-2211 · SynergyEducation.AI

Also available: instructor-led workshop kits for teams — in-person training agendas, playbooks, and facilitator materials built on this course. Contact CEO@SynergyEducation.AI.