

1 - day Workshop on **PERFORMANCE REVIEW & GIVING FEEDBACK**

Course Description

Your employees represent your organization's most valuable assets. Your organization's productivity depends on making sure every person in your organization is working up to his or her full potential.

That's why a solid performance review and feedback process is absolutely critical to the ongoing success of your organization. Without one, employees don't have a clear idea of what's expected of them, and may not be working toward the goals that contribute most to the long-term success of your organization.

Done properly, it impacts the team's ability to reach organization objectives, as well retain and develop talent. On the other hand, poor performance review and feedback actually hampers focused actions, lock your employees into a rut and stunt organizational growth.

Further more, most people have a fair amount of discomfort when they think about conducting a performance appraisal. One reason is that they would rather avoid pointing out required attitude or behavior changes, giving constructive feedback, and enumerating ways for an employee to improve.

Workshop Benefits

1. Know how to provide honest, relevant, and meaningful feedback regarding the employee's effectiveness on the job. Agree on the employee's development objectives.
2. Assessing with employee whether his/her objectives (set by both of you) have been met. Identifying reasons for the shortfall.
3. Setting realistic job-related objectives for the next appraisal period.
4. Learn to identify contexts or situations in which employees need more support (work on their attitude) and/ or more task structure (such as instruction or feedback).

Presents One Day Workshop on

Pricing For Profits

Why This Workshop?

Price-savvy companies are usually the market leaders they generate more profits, have greater resources to compete and generate higher shareholder value. In today's economic environment of slackening of demand and cost inflation, skilful price management can be the key to profits and cash flow.

Pricing is a key lever for increasing profitability and the impact of any change in Price on the bottom line is much more than of similar changes in Sales or in Costs.

Growing sales volumes at any cost may adversely impact profitability. On the other hand sales made on the basis value to customer provide greater freedom on pricing. Pricing decisions, though influenced by cost and competition, must ultimately be based on customers' perception of value delivered by your products and services.

Implementation of strategic pricing techniques will provide the key to long term health of any business.

Workshop Objectives

- o Recapitulation of basic principles of pricing
- o Evaluating choices in pricing strategy in tune with business objectives and current situational analysis
- o Determining value perceived by the customer and CVA tools
- o Value based pricing methods
- o Transaction pricing, price customization, revenue management principles
- o Tactical usage of discounting
- o Fighting price pressures, avoiding price wars and other key mistakes in pricing
- o Achieving pricing excellence through the right infrastructure, processes, information and tools necessary
- o Solving case study based problems on pricing issues

1 - day Workshop on Managing Contractors, Contract Labour and Outsourcing Operations

Introduction

It is increasingly becoming necessary to engage Contract Labour through Contractor in both Public and Private Sector undertakings for various jobs as permitted by the statute. It has also been observed that many employers are outsourcing the job which were done in the past by staff function departments.

The purpose of this workshop is to provide inputs to participants to help them to manage the contractors and labours both legally and effectively and strategic management of outsourcing operations.

Program Overview

- Contract Labour (Regulation and Abolition) Act 1970
 - o Introduction
 - o Application
 - o Salient Features
 - o Registration of Establishments
 - o Licensing of Contractors
 - o Principal Employer's Liabilities
 - o Contractor's Liabilities
 - o Penalties
 - o Critical Analysis of Implementation of CL (R&A) Act
- Outsourcing
 - o Outsourcing / Offsourcing / Multisourcing
 - o Process of Outsourcing
 - o Reasons for Outsourcing
 - o Critical Analysis of Outsourcing
- Related Case Studies
- Question and Answer Session
- Key Learning And Action Planning

**Presents
One Day Workshop on**

MANAGING FOREIGN EXCHANGE

Why this workshop

The massive fall in the value of the Rupee has created problems for many Indian Companies. People are perplexed as to what they should do to manage their foreign exchange risks. This Seminar is designed to teach Managers how to control Forex exposures and make profits instead of losses. This Seminar will train Managers to :

- Understand how Foreign Exchange works
- Recognize when they are exposed to Forex Risk
- Manage Forex risk without Loss
- Make money from Forex

What the Workshop Covers?

- Forex markets, the structure of rates, cross-currency rates
- Understanding forward rates, premium and discount, classroom exercise
- The 3 fundamentals : position, balance and exposure
- The options for fixing rates : now, never and Stop-Loss
- Limiting maximum losses but not maximum profits
- Case study in forex exposure and how to use Options to manage it