

PERFORMANCE MANAGEMENT SYSTEM CASCADE

OUR APPROACH

The module creation process began with understanding the bank's PMS process in the past and the changes that had taken place since then. Relevant documents were accessed and analyzed to attain an in-depth knowledge of the bank's PMS process.

The following data collection methodology was adopted to develop the content for the module –

Long Interviews were conducted with the members of the 'Cascade Team' to understand the module objectives, scope and the final deliverables. Those interviewed included, the head of the Cascade Team, and other senior leaders in the organization.

Detailed notes were taken during the interviews to probe into the process, the hierarchy, specific themes to be driven and the methodology to be used, which acted as a repository of information to develop the TTT Kit.

Relevant Documents were shared by the client to help enhance the final presentation deck and other supporting documents.

CLIENT

A Leading private bank in the country, ABC Bank approached us to create a plan to cascade their new Performance Management System within the organization.

The purpose was to equip the future drivers of the PMS in the organization, the Branch Heads, with the tools and methodology to effectively communicate the changes in the PMS of the bank across its various branches and locations pan India. Par Excellence helped the Bank in achieving its objective through the design and delivery of the "Train The Trainer " Kit followed by a Train the Trainer workshop.



SOLUTION OVERVIEW

Par Excellence designed a rich Train The Trainer Kit incorporating all the aspects that needed to be driven through the classroom sessions. This Kit included a detailed Presentation deck, supported by a Facilitator's Guide, Activities, Workbook, Games and Reference Cue Cards to facilitate a deeper understanding of the concepts and the overall PMS process to help the branch heads cascade it further down the hierarchy.

Par Excellence also delivered a half day Train the Trainer session for two batches each, of the branch heads of the bank.

BUSINESS BENEFITS

The intervention provided the Bank with tools to deliver classroom sessions efficiently in the future and by that, cascade the PMS philosophy and the process changes through the different levels in the organization.

The entire content was crisp, precise and easy to deliver, punctuated with appropriate video clips, cases and activities.



// Helped understand the new approach and the key points to be cascaded //



CONTACT US

Par Excellence Leadership Solutions Pvt. Ltd.

+91 22 2763 6695
contact@parexcellence.org