



# PERFORMANCE MANAGEMENT AND DEVELOPMENT

**2 - 3 SEPTEMBER 2024**



**DEADLINE TO REGISTER**  
10 August 2024

# OVERVIEW

Most companies recognise that their greatest asset and competitive advantage is in their human resources. Ironically, little time and attention are given to provide the appropriate feedback, guidance and development to maximise this most important resource of the company. This programme is designed to equip managers with a firm grasp of planning, managing, developing and evaluating performance for excellent staff performance delivery.





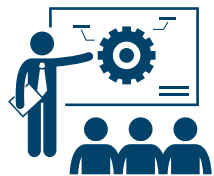
# OBJECTIVES

- Understand the Performance Management Framework.
- Align corporate KPIs and communicate performance expectations.
- Provide constructive feedback, coaching and performance counselling.
- Engage, appraise & develop staff effectively.

# WHO IS THIS PROGRAMME FOR?

- New Managers
- Managers
- Supervisors
- Executive
- Emerging Managers

# METHODOLOGY



- Face-to-face
- Lecture, group discussion, and etc

# PROGRAMME DETAILS

DATE	TIME
2 - 3 September 2024	8:00 am - 12:00 pm 1:30 pm - 4:30 pm

\*\*\*Subject to change

Please refer to [www.bilif.com.bn](http://www.bilif.com.bn) for the latest updates\*\*\*

# PROGRAMME OUTLINE

MODULES	DETAILS
Module 1	The performance management process
Module 2	Setting effective SMART goals, balanced scorecard and Management by Objectives (MBO)
Module 3	Managing performance through monitoring, feedback, coaching and counselling
Module 4	Developing competency and career planning
Module 5	The individual development plan
Module 6	Evaluating and rewarding performance
Module 7	The performance appraisal meeting

# PROGRAMME LEADER

## GOH WEE LEE

Goh Wee Lee has more than 30 years of combined working experience in a government statutory board, consumer banking, tertiary teaching at both undergraduate and master levels, learning & development, consultancy and corporate training.

She provides consultancy services in Human Resource Management, Competency Profiling & Development and Work-Life Strategy & Implementation. She specialises in conducting courses and workshops on Performance Management & Target Setting, Competency-based Selection Interview, Work-Life Implementation and Managing the Multi-generational & Culturally Diverse Workforce. She has conducted courses and workshops for various organisations, including statutory boards, government agencies and commercial enterprises in Singapore and the Asia-Pacific region.

Wee Lee graduated with a Bachelor of Accountancy from the University of Singapore. She has an MSc in Management (Sloan Fellows Program) from the Sloan School of Management, Massachusetts Institute of Technology, a Master in Training & Development from Griffith University, an Advanced Certificate in Training & Assessment and Diploma in Adult & Continuing Education from Workforce Development Agency. She is also a certified Practising Management Consultant.

# PERFORMANCE MANAGEMENT AND DEVELOPMENT

■ 2 - 3 September 2024



To apply for the programme, please email your completed form to askSEED@bilif.com.bn by 10 August 2024.

CATEGORIES	STAKEHOLDERS	NON-STAKEHOLDERS
FEE	<input type="checkbox"/> \$ 1,300.00	<input type="checkbox"/> \$ 1,400.00

By completing and signing this form, you hereby agree to the terms and conditions below:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

Full Name:  IC Number:   
Position:  Department:   
E-mail:  Phone:

#### APPROVING OFFICER

Name:  Email:   
Position:  Department:

Please email the invoice to:

\_\_\_\_\_  
Signature and Company's Stamp

#### Terms and conditions:

##### Cancellation Policy:

- All cancellation must be submitted to BILIF in writing either by letter or email.
- Any cancellation received 30 days or more prior to the training date will incur a cancellation fee of 10% of the programme fee.
- Cancellation received 8 - 14 days to the training date will incur a cancellation fee of 50% of the programme fee.
- Cancellation of registrations received 7 days or less from the date of training or if the delegate fails to attend the training, he/she will be considered as 'no show' and is subjected to 100% of the programme fee.
- BILIF welcomes and accepts replacement of participants up until a day before the training commences.

##### Other terms:

- Participants must complete all scheduled sessions and activities for them to receive the certificate of attendance/ completion.
- Payment must be made upon receipt of invoice issued by BILIF.
- BILIF reserves the right to amend, change or cancel the programme at any given time. We will immediately notify participants and organisations if any such changes are to be made.

# ABOUT BRUNEI INSTITUTE OF LEADERSHIP AND ISLAMIC FINANCE

Brunei Institute of Leadership & Islamic Finance (BILIF) was established in 2010 as the Centre of Excellence for the finance industry in Brunei Darussalam, providing high-quality learning solutions, including signature and collaborative events for human capacity development in the areas of Islamic finance and leadership.

Under the purview of Brunei Darussalam Central Bank (BDCB), BILIF plays a fundamental role in Pillar 5 of Brunei Darussalam Financial Sector Blueprint 2016-2025 in raising financial industry standards, especially in the areas of Islamic finance.

All of our programmes are accredited by Brunei Darussalam National Accreditation Council as Value Added Qualifications. Since its inception, BILIF has conducted 809 programmes and 83 events for more than 16,900 participants, including a suite of Virtual Instructor-Led Training (VILT) programmes and online events (as of December 2023).

BILIF has forged strategic partnerships with local and international organisations over the past 10 years which have allowed us to bring professional programmes, expertise and opportunities to shape future leaders, experts and innovators, particularly in the areas of Islamic finance and leadership. Amongst these strategic partners include The London Institute of Banking & Finance (LIBF), United Kingdom; the Accounting and Auditing Organization for Islamic Financial Institutions (AAOIFI) and Bahrain Institute of Banking and Finance (BIBF), Bahrain; Islamic Development Bank Institute (IsDBI), Kingdom of Saudi Arabia, Singapore

Management University (SMU), Singapore and INCEIF University, Malaysia. Locally, BILIF has also partnered with two of the top higher education institutions in Brunei Darussalam; Universiti Brunei Darussalam (UBD) and Universiti Sultan Sharif Ali (UNISSA) in our joint efforts to impart invaluable knowledge and skills for students and professionals in not only finance but also other private and government sectors.

Appointed by BDCB, BILIF is the official licensing examination centre for Financial Planning Practitioners' Programme (FPPP) and the Qualifying Examination for Insurance/Takaful Agents (QEFITA). BILIF is also the official examination centre for all examinations under Chartered Institute for Securities & Investment (CISI), UK; Chartered Bankers Institute (CBI), UK; International Compliance Association (ICA) and AAOIFI. BILIF has also recently been accepted as a Pearson Vue Authorised Test Centre which can house more than hundreds of examinations such as Certificate in Climate Risk, Certified Internal Auditor® (CIA®) and Certified Associate in Project Management (CAPM), amongst others.

BILIF has received multiple accolades including the "Best Emerging Islamic Finance Training Institution – Brunei 2021" from the International Finance Awards 2022; "Best Islamic Finance Education & Training Brunei 2021" from the Global Banking & Finance Awards® and "Global Good Governance (3G) Human Resource Development Award 2022" received at the 7th Annual 3G Awards Ceremony. BILIF was also awarded its third "GIFA Excellence Award (Islamic Finance Training & Education) 2022, which has been previously received in 2019 and 2021.

**83**

Events

**809**

Programmes  
and Examinations

**16,900+**

Participants

# INTERNATIONAL AWARD WINNING INSTITUTE







Discover our upcoming programmes and events

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Contact our Sales and Marketing Department  
for any enquiries

[askSEED@bilif.com.bn](mailto:askSEED@bilif.com.bn)

*Alternatively, you can also WhatsApp us at  
+673 8271140 to learn more about our offerings*