Strategic Performance Management

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Strategic Performance Management is a 5-day senior performance course delivered by Mars Training Centre UK in London, Dubai, Doha, Muscat and Kuala Lumpur, and online — designed for directors, heads of strategy, PMO leaders and senior finance executives responsible for the system by which an organisation measures, reviews and improves its performance against strategy.

Most organisations have plenty of performance reporting. What they lack is a performance management system — a coherent loop that connects strategy, objectives, KPIs, targets, reviews, decisions and consequences. When that loop is broken, the dashboards keep coming but the decisions do not change. This programme is built for senior leaders who own the performance system and want to fix it at the level of design, not at the level of slide formatting.

Across five focused days, you will work through the architecture of strategic performance management — the linkage from strategy through to executive review, the Balanced Scorecard, OKRs, KPI design, target setting, performance dialogues and the governance of performance — apply it to your own organisation, and leave with a redesign blueprint. The programme is delivered by senior practitioners with strategy, finance and performance-management experience.

What You Will Learn

- Diagnose your organisation's current performance management system end-to-end.
- Design a performance management architecture that links strategy to executive review.
- Apply Balanced Scorecard, OKR and KPI methodologies with discipline.
- Design KPIs and targets that change behaviour without unintended consequences.
- Run a performance dialogue that drives decisions rather than reports status.
- Build the executive operating rhythm that supports the performance system.
- Govern performance management — what the board owns, what management owns.
- Reduce KPI proliferation and report bloat in your organisation.
- Communicate performance honestly to boards, regulators and the workforce.

How You Will Benefit

You will leave with a working redesign of your organisation's performance management system and a Mars Certificate of Completion.

Your organisation will gain a senior leader who can hold a credible performance system together — connecting the strategy at the top to the daily operating decisions further down, and removing the standard sources of noise in between.

Who This Programme Is For

This programme is designed for senior leaders responsible for performance systems, including:

- Directors of strategy, planning and corporate performance
- Chief Financial Officers and heads of financial planning and analysis
- Heads of programme management offices and transformation
- Heads of business units and country managers
- Senior public-sector executives leading performance reform
- Family-business principals modernising governance and reporting
- Senior HR and reward leaders responsible for performance management

The seniority floor is senior manager and above. The course is delivered in person over five consecutive days and carries a fee of £4,950.