

IMPLEMENTATION OF MBO (MANAGEMENT BY OBJECTIVES)

What system should Company apply to make managers be more proactive in proposing ideas and aggressive to take actions, so that Company can achieve targets and keep growing?

- ◆ How to understand the policies of the organization, thereby being able to develop the policies and strategies for your department?
- ◆ How to motivate staffs and encourage them to proactively set their own targets and take aggressive actions to contribute to the company, thereby increasing their commitment and responsibility at work?
- ◆ How do managers and staffs know how to set clear, specific and measurable targets, and create a detailed plan to achieve those targets?
- ◆ How to clearly reflect job performance into appraisal result, and provide effective feedback to support their professional development and create opportunities for self-growth?

If you are having the above concerns, the below training program might help you solve the problem.

CONTENT

Part 1 : Develop departmental policies and strategies

- ◆ Clarify company's vision, mission, policies and strategies
- ◆ Determine the departmental vision and mission
- ◆ Analyze the situation and develop departmental policies and strategies
 - Conduct PQCDSELM analysis
 - Perform SWOT analysis

Part 2: What is Management by Objectives (MBO)?

- ◆ What is MBO?
- ◆ The purpose of implementation of MBO
- ◆ Overall process of MBO implementation

Part 3: MBO system program and practice

- ◆ Set targets (SMART) and evaluation criteria
- ◆ Create Action Plan and implement the PDCA Cycle
- ◆ Incorporate performance results into appraisal system
- ◆ Common mistakes in implementing the MBO system

Part 4: 1 Summary and Action Plan

※The above content is subject to change without prior notices



OBJECTIVES



- ➔ Understand the company's strategies and be able to analyze and develop the policies and strategies for your department.
- ➔ Understand the definition, purpose, and importance of implementing MBO in the organization, and how to deploy it effectively.
- ➔ Effectively implement the MBO process from setting goals, developing evaluation criteria, creating an action plan and managing targets through PDCA Cycle.

TARGET



- | | |
|--|--|
| <input type="radio"/> Staff | <input checked="" type="radio"/> Middle-Management |
| <input checked="" type="radio"/> First-line Management | <input type="radio"/> Top-Management |

METHOD



30% theory, 70% practice through group discussions, presentations, case studies, role-playing, games, etc.



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