**MAGNA SKILLS DEVELOPMENT INSTITUTE**

Capacity Building • Professional Training • Organisational Development

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Course Profile Document

Human Resources Management

# Advanced Performance Management Systems with Artificial Intelligence

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

| COURSE CODE | DELIVERY | DURATION | PREPARED FOR |
|---|---|---|---|
| **MSDI** | **Online / Face-to-Face** | **Flexible** | **Organisation Approval** |

Register for this Course

View Online Course Page

## Course Overview

The **Advanced Performance Management Systems with Artificial Intelligence** course is a **custom-designed Magna Skills professional development programme** developed to help organisations modernise the way they plan, measure, monitor, evaluate, and improve performance.

The course combines **advanced Performance Management Systems (PMS) practices with practical applications of Artificial Intelligence (AI)**. It focuses on helping participants translate organisational strategies into measurable objectives, develop meaningful KPIs, automate aspects of performance analysis and reporting, identify performance trends, and use AI-generated insights to support better management decisions.

Unlike generic performance management training, this **Magna Skills customised course** places strong emphasis on practical workplace application. Participants will work with performance frameworks, AI tools, dashboards, appraisal systems, scorecards, and practical exercises that can be adapted to their own organisations.

The programme is particularly suitable for **government institutions, NGOs, donor-funded organisations, public sector institutions, corporations, and development organisations** seeking to introduce more effective, transparent, data-driven, and AI-enabled performance management systems.

## Course Outcomes

By the end of this **Magna Skills customised course**, participants will be able to:

1. Design and implement an advanced Performance Management System aligned with organisational strategy and priorities.
2. Develop measurable KPIs, performance targets, competencies, and standards using AI-assisted approaches.
3. Apply AI and data analytics to monitor, analyse, forecast, and improve employee and organisational performance.
4. Strengthen performance appraisal, feedback, coaching, employee development, and accountability processes.
5. Develop a practical roadmap for introducing an **AI-enabled Performance Management System** within their organisation.

## Course Outline / Curriculum

**1. Advanced Performance Management Systems**

- Principles and components of modern Performance Management Systems.
- Linking individual, departmental, programme, and organisational performance.

**2. Strategic Performance Planning and Alignment**

- Translating organisational strategies into measurable performance objectives.
- Aligning employee and departmental goals with strategic priorities.

**3. Developing KPIs and Performance Indicators**

- Designing SMART objectives, KPIs, targets, milestones, and performance standards.
- Using AI to develop, review, and improve performance indicators.

**4. Artificial Intelligence in Performance Management**

- Understanding practical AI applications across the performance management cycle.
- Using generative AI tools for planning, analysis, monitoring, and reporting.

**5. Performance Measurement and AI-Driven Analytics**

- Collecting, validating, interpreting, and analysing performance information.
- Using AI to identify trends, performance gaps, risks, and improvement opportunities.

**6. Performance Appraisal and Evaluation**

- Developing effective appraisal systems, scorecards, and rating methodologies.
- Using AI-assisted evaluation while maintaining fairness, transparency, and human oversight.

**7. Performance Dashboards and Continuous Monitoring**

- Developing management dashboards and performance monitoring frameworks.
- Using AI-generated alerts, summaries, and management insights.

**8. Performance Feedback, Coaching and Development**

- Conducting effective performance reviews and constructive feedback sessions.
- Using AI to identify skills gaps and develop personalised performance improvement plans.

**9. Predictive Performance Management and Decision-Making**

- Applying historical performance data to forecasting and predictive analysis.
- Using AI-supported insights for proactive management and evidence-based decision-making.

**10. Magna Skills Practical AI-PMS Implementation Workshop**

- Designing an organisation-specific AI-enabled Performance Management System.
- Developing practical KPIs, scorecards, dashboards, AI prompts, reporting templates, and an implementation action plan.

**Magna Skills Customisation:** The programme can be customised to incorporate the participating organisation's **existing strategic plan, performance framework, KPIs, appraisal tools, reporting requirements, and institutional policies**, allowing participants to work on practical outputs that can be implemented after the training.

## Target Audience

Human resource managers, supervisors and practitioners

## Key Course Benefits

**Work-Ready Skills**

Delegates leave with practical tools, templates and methods they can apply immediately at work.

**Better Institutional Results**

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

**Sponsor-Friendly**

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

**Professional Recognition**

Delegates receive training documentation and a certificate of completion after successful participation.

## Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

### Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

### East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairobi,
- Zanzibar, Tanzania

### West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

### International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

### Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flex

### Organisation-Based Training

Magna Skills can also arrangededicated in-house training forministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

## Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

**Register / Apply Online** | **View Full Course Page**

## About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

## Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

| | |
|---|---|
| **Organisation / Department** | |
| **Delegate Name(s)** | |
| **Approved Course** | Advanced Performance Management Systems with Artificial Intelligence |
| **Preferred Delivery Mode** | ☐ Online ☐ Face-to-Face ☐ Organisation-Based Training |
| **Preferred Training Venue / Date** | |
| **Estimated Number of Delegates** | |
| **Budget / Vote Number** | |
| **Contact Person** | |
| **Email / Mobile** | |

Authorised Name _____ Signature / Stamp _____ Date _____