AI-Augmented Performance Management and Continuous Feedback Systems

COURSE OVERVIEW
This course explores how artificial intelligence is revolutionizing performance management by enabling real-time feedback, data-driven insights, and personalized development pathways. Participants will examine the shift from traditional annual reviews to agile, continuous performance systems powered by AI, learning how to integrate predictive analytics, sentiment analysis, and behavioural data into performance evaluations. Through case studies and practical exercises, the course will provide a practical framework for designing AI-enhanced performance management processes that are fair, transparent, and aligned with organizational objectives, while also fostering employee engagement and growth.

WHO SHOULD ATTEND?
This course of study has been curated for HR leaders, talent managers, business executives, and team leaders seeking to modernize performance management practices using AI. It is also valuable for organizational development specialists, data-driven HR professionals, and transformation consultants who want to implement continuous feedback systems that drive individual and team performance in dynamic work environments.

COURSE OUTCOMES
Delegates will gain the skills and knowledge to:
- Analyze the role of AI in transforming performance management from static to continuous models.
- Design and implement AI-driven feedback loops that support employee development and business goals.
- Integrate data analytics and sentiment insights into fair, bias-aware performance evaluations.
- Develop strategies for fostering a feedback-rich culture using AI-enabled tools.
- Evaluate the ethical, legal, and cultural considerations of AI in performance management.
- Leverage AI to identify skill gaps and personalize learning and development plans.
- Assess the impact of AI-augmented performance systems on organizational productivity and employee retention.

KEY COURSE HIGHLIGHTS
At the end of the course, you will understand;
- How AI is reshaping traditional performance management into continuous, real-time feedback systems.
- AI's role in transforming performance management into continuous, real-time systems.
- Why predictive analytics, sentiment analysis, and behavioural data are critical for accurate and fair performance evaluation.
- How to design AI-augmented feedback frameworks that promote transparency, trust, and engagement.
- When to apply AI insights for talent development, career progression, and performance improvement.
- How to balance automation with the human touch in sensitive feedback and coaching conversations.
- Why ethical and bias-aware AI implementation is essential for sustainable performance management systems.

All our courses are dual-certificate courses. At the end of the training, the delegates will receive two certificates.
1. A GTC end-of-course certificate
2. Continuing Professional Development (CPD) Certificate of completion with earned credits awarded