



Peligo Training Solutions Sdn Bhd (670106-K)
Developing Global Managerial Skills for Professionals!

2-Day Practical Skills Training Workshop

**STRATEGIC PERFORMANCE MANAGEMENT AND
MEASUREMENT
USING THE BALANCED SCORECARD APPROACH**

Trainer: Mr Lim Chor Ghee, CPA (Aust), CA (M'sia), ATII, AIB(USA), MBA, MIntS, BComm

11 & 12 July 2007
Hotel Armada, Petaling Jaya

Workshop Fee: **RM980** per participant (2 days)
Early Bird Discount (3 weeks before workshop) 20%
Group discount available
Inclusive of lunch, 2 coffee breaks, certificate and course material
100% HRDF Claimable under SBL Scheme

Registration (Fax to 03-5634 9778)

Workshop Date:

Name: _____ Position: _____

Company: _____

Address: _____

E-mail: _____

Office Tel: _____ HP: _____ Fax: _____

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203 Jalan Bukit Bintang
55100 Kuala Lumpur

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Notes:

Confirmation of attendance is subject to receipt of full payment. 50% cancellation fee is applicable for any cancellation after confirmation.

Importance of the Program

Organizations must measure their performance to achieve strategic goals. Only a small fraction of companies find their performance management system effective. Balanced Scorecard is a proven and effective strategic tool that can translate a company's strategy into performance objectives, measures, targets and initiatives, in the process converting intangible assets into concrete values for the organization.

This workshop illustrates how managers can develop and implement a simple yet effective Balanced Scorecard system for their companies.

Key Topics

- What is Balanced Scorecard?
- The four perspectives of Balanced Scorecard
- Building Strategy Map
 - Developing Performance Objectives
 - Developing Cause and Effect linkages
- Developing Performance Measures and Targets
- Cascading the Balanced Scorecard across the organization
- Embarking on Strategic Initiatives
- Linking Balanced Scorecard to Organizational Budget
- Rewarding Performance – Linking Balanced Scorecard to Employee Compensation

Who Will Benefit

- Department heads and managers responsible for the execution of strategy in their companies
- Accounting, information technology and human resources managers and executives involved in developing and implementing performance measurement system in their companies

Course Objectives

After attending this program, participants will:

- Understand the strategic importance of Balanced Scorecard
- Appreciate how the four perspectives of Balanced Scorecard are superior over traditional measurement systems
- Learn how to build strategy map for their organization by defining its mission, values and vision
- Understand how strategies can be executed in manageable component parts using Balanced Scorecard
- Learn how to systematically develop performance objectives and measures
- Learn how to use Key Performance Indicators and benchmarking to facilitate continuous improvement
- Learn how to develop cause-and-effect linkages to ensure the effectiveness of strategy implementation

- Understand how Balanced Scorecard is cascaded down to organization's budget
- Appreciate how to motivate employees by linking compensation scheme to performance through Balanced Scorecard

Trainer

Lim Chor Ghee

Chartered Accountant (Malaysia)
Certified Practising Accountants (Australia)
MIntS(Sydney), MBA(EBS, UK), PCeB(USQ), BComm(Melbourne)
ATII, MNCC, AIB (USA)
Certified Training Professional (ARTDO Int-ITD)



Lim Chor Ghee is the Managing Consultant / Director for companies involved in consulting services, professional training and business / trade facilitation in Malaysia, Singapore and Vietnam. His previous capacity includes that as the vice president (corporate affairs) for two public-listed multinationals (Hong Kong and Malaysia), in which he was instrumental in structuring, establishing and managing international business operations in more than 15 countries.

He is a regular speaker with professional and trade facilitation organizations such as CPA Australia, Malaysian Institute of Accountants, CIMA, National Chamber of Exporters of Sri Lanka, Asia Business Forum and ConventionPro International Singapore. Chor Ghee also lectures for UK, Australian and Malaysian postgraduate programs in corporate finance, managerial accounting and international business management. He is a training professional certified by the Asian Regional Training and Development Organization.

Having trained with international accounting firms Coopers & Lybrand and Price Waterhouse (now PricewaterhouseCoopers) in his early career days, professionally Chor Ghee is a member of the Academy of International Business (USA), CPA Australia, Malaysian Institute of Accountants, Malaysian Institute of Taxation, and Malaysian National Computer Confederation.

He holds several academic qualifications from distinguished universities in Australia and UK - *Master of International Studies* (in Political Economy and International Relations) degree from the University of Sydney, *Master of Business Administration (Distinction)* degree from Heriot Watt University, *Postgraduate Certificate in Electronic Business* from the University of Southern Queensland, and *Bachelor of Commerce* degree from the University of Melbourne. Chor Ghee is pursuing doctoral research with the University of South Australia.