



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

## **Performance Management and Measurement using the Balanced Scorecard approach**

**2<sup>nd</sup> – 3<sup>rd</sup> October 2006**  
**Holiday Villa Subang**

**Trainer: Mr Lim Chor Ghee** CPA (Aust), CA (M'sia), ATII, MNCC, MBA, MIntS, PCeB, BComm

Organized by Kolej Yayasan Pendidikan Cheras / Web City Sdn Bhd  
with joint marketing by Peligo Training Solutions Sdn Bhd

**Workshop fee: RM995 (2 days)**

Two or more registration from the same company RM900

*100% HRDF Claimable under SBL Scheme (prior application)*

**Group discount and In-house corporate training available**

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### **Registration (Fax to 03-5634 9778)**

Name: \_\_\_\_\_ Position: \_\_\_\_\_

Company: \_\_\_\_\_

Address: \_\_\_\_\_

E-mail: \_\_\_\_\_

Office Tel: \_\_\_\_\_ HP: \_\_\_\_\_ Fax: \_\_\_\_\_

**Peligo Training Solutions Sdn Bhd (670106-K)**  
11A, 2<sup>nd</sup> Floor, Jalan USJ 10/1C, Taipan Business Centre  
47620 Subang Jaya, Selangor, Malaysia  
Tel: 03-5634 6778 Fax: 03-5634 9778  
Contact person: **Mr EC Tan 012-2916617**

Website: [www.peligotraining.com](http://www.peligotraining.com) E-Mail: [peligotraining@gmail.com](mailto:peligotraining@gmail.com)

**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. What is not measured could not be managed. Only a small fraction of Malaysian companies find their performance measurement 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 cause and effect linkages
- Translating strategies into execution using Balanced Scorecard
- Developing performance objectives and measures – Key Performance Indicators and benchmarking for continuous improvement
- Linking Balanced Scorecard to budget
- Rewarding performance – Linking Balanced Scorecard to employee compensation
- Review of Balanced Scorecards software application

### **Who Will Benefit**

- Managers responsible for the execution of strategy in their companies
- Accounting, information technology and human resources managers 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 develop cause-and-effect linkages to ensure the effectiveness of strategy implementation
- Learn how to use Key Performance Indicators and benchmarking to facilitate continuous improvement
- 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
- Gain an appreciation how Balanced Scorecard software applications can facilitate strategic management in an organization

### **Methodology**

- Action-based learning in developing Balanced Scorecard for your companies!
- Explore best practices in implementing Balanced Scorecards



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## Trainer

### **Lim Chor Ghee**

*MIntS(Sydney), MBA(EBS, UK), PCeB(USQ), BComm(Melbourne)  
CPA(Aust), CA(M'sia), ATII, MNCC, GARP (USA), AIB (USA)  
Doctor of Business Administration (Candidature-UNISA),  
Certified Training Professional (ARTDO Int-ITD)*



### **Trainer / Consultant**

**Lim Chor Ghee** is the Executive Director of companies involved in professional training, e-learning multimedia applications and management consultancy services. He is also attached as a consultant to a tax and business advisory firm with regional affiliations.

His previous capacities includes that as the vice president (corporate affairs) for a public-listed multinational, in which he was instrumental in structuring, establishing and managing international business operations in more than 15 countries. Performance measurement system featured predominantly in strategy implementation for the multinational. Chor Ghee has also served in CPA Australia, a professional accountancy body, and maintains active involvements in its various workgroups. He was attached with the international accounting firms Coopers & Lybrand and Price Waterhouse in his early career days.

A Certified Training Professional accredited by ARTDO/ITD, he is a regular trainer with professional bodies, training institutions, and corporations in Malaysia, Sri Lanka, Bangladesh and Singapore. Chor Ghee also lectures for undergraduate and postgraduate programs, including in strategic management accounting and business strategies.

Chor Ghee has diverse professional interests. He is a member of Certified Practising Accountants Australia, Malaysian Institute of Accountants, Malaysian Institute of Taxation, Malaysian National Computer Confederation, Global Association for Risk Professionals (USA) and Academy of International Business (USA). He holds several academic qualifications - *Master of International Studies* (in Political Economy and International Relations) degree from the University of Sydney, *Master of Business Administration (Distinction)* degree from Edinburgh Business School, 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 currently pursuing doctoral research on the internationalization and performance of Malaysian companies with the University of South Australia.

### **Peligo Group of Companies**

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- Professional training, conferences, tax and business advisory