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Understanding The 9 Steps of Balanced Scorecard (BS) Methodology for Effective Execution

This programme will provide a structured 9-step approach to the Balanced Scorecard (BCS) methodology and implementation framework. This will be a detailed programme involving case studies for participants to appreciate and apply the BSC methodology in developing organisational strategy and implementing strategy effectively to achieve breakthrough performance.

Learning Objectives :

At the end of programme, participants will be able to:

1. Gain an understanding of strategic thinking and planning
2. Use the BSC to drive organisational performance
3. Supervise and lead subordinates using a well-established performance management tool

Contents :

CMP Scorecard Overview

- Step 1 – Assessment
- Step 2 – Strategy
- Step 3 – Strategic Objective
- Step 4 – Strategic Map
- Step 5 – Performance Measures
- Step 6 – Strategic Initiatives
- Step 7 & 8 – Performance Analysis and Alignment
- Step 9 – Evaluation

Methodology : **Target Group :** **Duration :**

- Lectures
- Grade 41 and above
- 2 days
- Group work



LIMITED SEATS

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25
PAX ONLY

Training Fee

Participant	Fee
Individual	RM 1,299/pax
2 pax or more from same organisation	RM 1149/pax

* Attractive Door Gift & Certificate of Participation

Date

15-16 February 2023

Venue

Raia Hotel & Convention
Centre Kuching

Contact us

Shahrom / Nancy

Tel : 082- 235944 Fax : 082-236001

Mode of Payment

Online Payment to:

LCDA Holdings Sdn Bhd

(formerly known as Pelita Holdings Sdn Bhd)

BANK ISLAM - 1101 3010 1058 23

Please email your payment receipt to:

- shahrom.ar@pelita.gov.my
- nancys@pelita.gov.my

Registration Deadline :

1 February 2023

(Before or by 12.00 noon)

Understanding The 9 Steps of Balanced Scorecard (BS) Methodology for Effective Execution

Speaker / Facilitator
Mr. Gnanasageren Arumugam



Segaren has over 15 years of experience in strategic planning and 10 years of experience in implementing BSC in EPF. He was actively involved in establishing the strategic planning framework where he spearheaded the management team to draw up the EPF's 2010-2020 strategic plan. He also cultivated a strong working relation with the EPF's management team and board.

In developing the BSC framework, his role involves coming up with corporate level scorecard and cascading the scorecard to organisation's departments and individuals. He has been instrumental in developing corporate level Key Performance Indicators (KPIs), and coming up with strategic objectives, develop cause and effect relationship, implement performance gap analysis, issue resolution, reporting and understanding the strategic mind-sets of the CEOs and top management. He has also worked with Dr. Robert Kaplan's team, that is, the BSC Collaborative to develop the BSC-based performance management.

His tenure at EPF has been phenomenal in that it prepared him with great insights into practical issues of implementing BSC as a strategic management framework in transforming organisations. He ably led the transformation of EPF during the tenure of Tan Sri Azlan Zainol as CEO. He single-handedly introduced the BSC-based performance management system to drive and transform the EPF from government agency into a corporate sector type agency. He was instrumental for introducing a structured talent management system in EPF in 2012.
Sarawak State BSC Consultant

In early 2012, Segaren contributed significantly to the Sarawak Civil Service (SCS) being at the forefront of implementing the balanced Scorecard Strategic Management System. He successfully led the SCS BSC initiative implemented by agencies within the Sarawak Chief Minister's Department and many other government departments and agencies. In total, he spearheads the strategic direction of nearly 100 state-level departments and agencies in Sarawak, which has significantly contributed the SCS 10-20 Transformation efforts by the Sarawak State Government.

Leadership Institute of Sarawak Civil Service

Mr Segaren headed the Leadership Institute of Sarawak Civil Service, as its Chief Operating Officer from 2017 to April 2019.

The State Government-linked organisation has been instrumental in developing over 20,000 employees in the civil service. He has been involved with numerous transformational projects since, distinctively changing the face of civil service culture to a workforce that taps into its greater potential, aligning itself with the State's direction of thriving in a digital economy.

In 2017, the Institute had conducted a total 577 runs or training sessions involving a total of 16,797 participants, recording the highest number of training programmes conducted in a calendar year.

In taking the institute to greater heights, Segaren has established strategic collaborations with reputable local and international institutions and organisations such as Shell, Public Government International (PGI), International Centre for Parliamentary Studies (ICPS), Commonwealth Secretariats, ICLIF Leadership and Governance Centre, Leaderonomics, Universiti Malaysia Sarawak (UNIMAS), Universiti Teknologi MARA (UiTM) Sarawak Campus, Swinburne University of Technology Sarawak Campus, Curtin University and many others. These collaborations are to leverage on world renown expertise to introduce training to develop talent in Sarawak to drive digital economy.

Today, he is the founder of CMP Trainers Sdn Bhd.

Registration Form

Company Information

Training Tittle : _____

Organisation : _____

Address : _____

Tel : _____ Fax : _____

HR Name : _____

Participant's Information

Name : _____

Designation : _____

Name : _____

Designation : _____

Name : _____

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