

# Business Administration

Course Number:	<b>BUAD 412</b>
Course Title:	<b>STRATEGIC PERFORMANCE MANAGEMENT</b>
Credits:	3
Calendar Description:	Students will gain experience in assessing performance from a multiple of perspectives. To begin, students will learn the "planning, doing and reviewing" components inherent in performance management processes. Further, they will gain experience with the integration of strategy execution and performance measurement. Students will engage in the delivery of meaningful performance feedback. <i>(also offered by Distance Education)</i>
Semester and Year:	<b>Winter 2018</b>
Prerequisite(s):	BUAD 269, 340
Corequisite(s):	No
Prerequisite to:	No
Final Exam:	No

**Professors**

**Evaluation Procedure**

<b>Team Assignments</b>		65%
Reading facilitation/seminar	15%	
Cases analysis, facilitation and summaries	20%	
SPM research, interview, report and presentation	20%	
Team Perf. Mgmt. design and application	10%	

Course Schedule

		Monday, January 11   First Day of Classes Monday, February 15   STAT Tuesday, February 16   Friday, February 19   Reading Break Friday, April 2   Monday, April 5 - STAT Tuesday, April 13   Last Day of Regular Classes	Readings: Articles and ebooks readings will be posted on Moodle with free access through the library.	
1	Jan 11	Introduction The changing face of Strategic Performance Management Review of the case analysis method	Vuca + The perf. Revolution + The fate of ratings + PM evidence based	
2	Jan 18	Stakeholders, Strategy, Operations	Jablonski Ch 8 & 9	
3	Jan 25	Methods, KPA, KPI. Beyond Balance score card	Mook (The 4 <sup>th</sup> wave) + SPM post2000	Case
4	Feb 1	Contextual and Behavioral factors in SPM	Jablonski Ch 6 + Aguinis	Case
5	Feb 8	Systems, Processes, Tools: HRM, Management and Roles	PM guides	Case
6	Feb 15	Reading break		
7	Feb 22	SPM in NPO and SME	Mid term	
8	Mar 1	SPM in micro and small enterprises	Bianchi System design SME	Reading Facilitation
9	Mar 8	Performance Review and Assessment		

## SKILLS ACROSS THE