



مركز الوقت للتدريب
Time Training Center

ADVANCED BALANCED SCORECARD & KPI
COURSE



Introduction

This advanced course provides a comprehensive framework for designing, implementing, and optimizing Balanced Scorecards and Key Performance Indicators (KPIs) to drive strategic execution and organizational performance. Participants will learn to align strategic objectives across multiple perspectives, develop effective KPIs, manage strategic initiatives, and leverage technology for performance monitoring. Designed for leaders and performance management professionals, the course blends strategy, measurement, and execution into a practical and actionable system.

Learning Objectives

- Conduct organizational assessments for Balanced Scorecard readiness
- Develop strategic themes, objectives, and strategy maps
- Identify, select, and set targets for effective KPIs
- Manage and align strategic initiatives with organizational goals
- Implement Balanced Scorecard cascading across all levels
- Utilize automation tools for real-time performance monitoring

Course Details

Mode of Training	Classroom or Online
Duration	5 Days

Who Should Attend

- Senior executives and department heads
- Strategy and business performance managers
- HR and organizational development professionals
- Project managers and team leaders involved in performance management

Certificate(s)

Participants who complete a minimum of 80% of the total training hours will receive a **Certificate of Completion** issued by **Time Training Center**. This certificate reflects their active participation and commitment to professional development in the relevant field.



Course Outline

Module 1: Organizational Assessment

- Evaluating strategic readiness
- Identifying key challenges and opportunities
- Building the foundation for Balanced Scorecard success

Module 2: Defining Strategy

- Clarifying vision and mission
- Developing strategic themes
- Setting clear and actionable strategic objectives

Module 3: Strategic Objectives Development

- Categorizing objectives across perspectives (Financial, Customer, Internal Process, Learning & Growth)
- Understanding cause-and-effect relationships

Module 4: Strategy Mapping

- Creating a strategic map
- Visualizing the linkages among objectives
- Aligning teams through clear strategic communication

Module 5: KPI and Performance Measurement

- Identifying and selecting key performance indicators (KPIs)
- Setting targets and thresholds
- Balancing leading and lagging indicators

Module 6: Strategic Initiatives Management

- Defining key initiatives to drive strategy
- Prioritizing projects based on impact and feasibility
- Aligning initiatives with objectives

Module 7: Balanced Scorecard Automation

- Exploring software tools for automation
- Building dashboards and scorecards
- Enhancing reporting and decision-making

Module 8: Cascading the Balanced Scorecard

- Linking corporate, departmental, and individual scorecards
- Building alignment across all organizational levels
- Managing performance accountability

Module 9: Evaluation and Continuous Improvement

- Conducting scorecard performance reviews
- Adjusting strategies based on feedback
- Ensuring the Balanced Scorecard evolves with organizational changes

Methodology

We employ a comprehensive and applied learning strategy, integrating theory with real-world implementation:

- ❖ **Conceptual Learning:** Expert-led sessions on catalytic theory and engineering principles
- ❖ **Interactive Workshops:** Group exercises, presentations, and technical discussion forums
- ❖ **Case-Based Learning:** Industry-specific examples and troubleshooting scenarios
- ❖ **Technology Integration:** Digital tools, simulations, and catalyst modeling applications
- ❖ **Assessment:** Pre-tests, post-tests, and Competence Validation Exams for Certified courses to ensure knowledge transfer and skills validation

Note: Instructors may adjust the training approach to fit technical requirements or participant engagement levels.

Instructors

Our instructors are seasoned Strategy Execution and Performance Management consultants with over 10 years of experience advising corporate and government organizations on Balanced Scorecard implementation, KPI development, and strategic planning. They bring real-world perspectives and practical tools to enable sustainable performance improvements. Detailed trainer profiles will be shared upon request.

About Time Training Center

Time Training Center is a leading professional training institute in Abu Dhabi that provides students and professionals with quality education and skill development programs. Time Training Center is accredited by the Abu Dhabi Center for Technical Vocational Education & Training (ACTVET) with a specialization in Computer and Management Training programs and certified by QA QC with ISO 9001:2015.

Operating in Abu Dhabi for over 3 decades, Time Training Center has established brand value as a high-quality Management & Technical Training Center in Abu Dhabi. We have also secured strong loyalty from corporate companies and associations with our holistic and practical teaching approach.

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