

# GRADUATE CERTIFICATE IN PERFORMANCE MANAGEMENT

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The Graduate Certificate in Performance Management provides an introduction to the concepts and practices related to systems and technologies that help manage the performance of individuals in organizations. The certificate is designed for professionals involved with recruitment, selection, placement, training, and performance management of employees and staff in organizations.

Students interested in graduate work should refer to the Graduate and Professional Bulletin (<http://catalog.colostate.edu/general-catalog/graduate-bulletin/>).

## Learning Objectives

Students will:

1. Understand and state how individual attributes affect performance in the workplace.
2. Explain theories on how adults learn and develop new skills.
3. Conduct empirically-based diagnostic activities to create performance measurement systems and training programs.
4. Design and implement empirically-based interventions to manage performance or train employees relevant to job-related knowledge and skills.
5. Conduct empirically-based evaluation activities to determine the effectiveness of performance measurement systems and training programs.