



# WELCOME TO PERFORMANCE ENRICHMENT



## STAND OUT FROM THE CROWD

We at IAPPD have an invitation for you to join us in an endeavor which is designed to better understand issues affecting engagement and motivation at work, specifically the felt impact of performance management behaviors and performance management systems in the workplace.

We have conceived the 'Impact Study', a randomly distributed international research questionnaire which will lead to a vast database of respondents' reactions to performance management, and which will allow us to perform a series of analyses and build a picture of the key factors which impact on workplace engagement and motivation. The database may be interrogated in limitless ways, looking at common factors or differences between gender, industry type, cultural profile, and many more. The validity of the research instrument has already been approved by the University of Leicester.

Our invitation to you is to join the IAPPD as an International Partner Organisation (IPO), a Fellow member FIAPPD" or as a Certified Professional whereby you will have the opportunity to help develop the research database in your country.

We do hope that you will be interested in joining our international network, as we are certain that IAPPD's association with your support will be mutually beneficial, and look forward to hearing from you in the very near future.

[www.iappd.net](http://www.iappd.net)



## About US:

The International Association for People & Performance Development was founded to represent the single largest body of knowledge in the field of Performance Management, based on two pillars: Academic desk research and a vast database of information on performance management behaviours, derived from an international study of the impact of the practice of performance management.

I am writing to you on behalf of the Institute for Applied People and Performance Development (IAPPD) to invite you to participate in a project which is currently being formulated, namely:

- i) the establishment of a professional interest body dedicated to issues centred on the topic of the effectiveness of performance management in the people and performance development process, and
- ii) the development of a research tool to build a database of responses which, it is hoped, will provide further deep insight into the Impact of Performance Management, and serve as a valuable resource to practitioners in the field.

## IAPPD Values:

The IAPPD is guided by six principles:

**Honesty** – we will be honest and transparent in everything we do.

**Integrity** – we will make the right decisions for our members and the profession, without regard for politics or short-term gain.

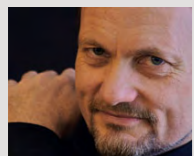
**Diversity** – we will reflect the diversity of our membership in our activities and dialogues.

**Respect** – for opinion, expression, experience and contribution. All colleagues, members, partners and practitioners are valued and treated equally.

**Professionalism** – we will operate with integrity and respect; we will deliver the highest professional and ethical standards.

**Collaboration** – we are part of a global community - we will bring together talent to generate new ideas and opportunities and to tackle challenges.

## Board of Governors



Paul Bridle  
Presindet



Ali Thiab  
CEO



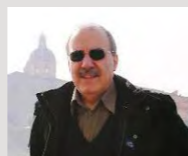
Barri Blauvelt  
BOG



Robert Bacal  
BOG



Scott Simmerman  
BOG



George Petri  
BOG

## Accreditation & Certifications

The IAPPD offers an accredited practitioner programs at Certificate and Diploma levels. The programs is designed to give participants a broad theoretical grounding in the process of people and performance development, and knowledge and understanding of the practical implementation of the theories in the workplace. The process of skill development advocated by the Association follows the framework:

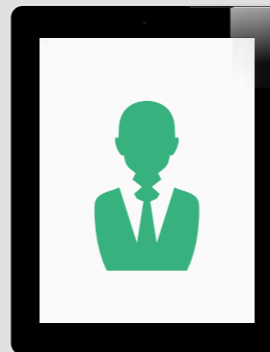
**Novice:** Rule-based behaviour, strongly limited and inflexible.

**Experienced Beginner:** Incorporates aspects of the situation.

**Practitioner:** Acting consciously from long-term goals and plans.

**Knowledgeable practitioner:** Sees the situation as a whole and acts from personal conviction.

**Expert:** Has an intuitive understanding of the situation and zooms in on the central aspects.



## Professional Interest Body

IAPPD portal features a wide range of resources including articles, white papers, reference material, books, other resources for sale, and research findings, as well as providing access to the online Impact of Performance Management questionnaire.

Our aim is to build an international membership of leaders in the field of performance management and people and performance development thinking, whether they belong to the Human Resource Management function or to different branches of Line Management.

## DESK Research

Numerous academic and business authors have collectively published a vast body of information on different aspects of the process of people and performance development: performance management, general and workplace motivation, work design, human psychology, information processing and other related topics.

In spite of all this knowledge, performance management activities and consequently people and performance development behaviours in the workplace frequently fall far short of best practice.

There is clearly a need to understand why the link between knowing what is necessary for successful people and performance development and actually doing what is necessary is not made. **This is the critical question!!**



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## Contact Us :

Head Quarter  
United Kingdom. PO Box 14 Grantham,  
Lincolnshire NG31 0EL  
Tel: +44 (01476) 577972  
[president@iappd.net](mailto:president@iappd.net)

Europe Offices  
Bulevard BraKa Ginovski Nr.46 first floor, office 3 1230  
Gostivar, Macedonia  
Tel: +389 42 222 032  
[ceo.europe@iappd.net](mailto:ceo.europe@iappd.net)

America  
Canada, PH10 2000 Islington Avenue, Toronto, Ontario  
Tel: +1 (417) 200-4289  
[ceo.america@iappd.net](mailto:ceo.america@iappd.net)

To join IAPPD as IPO  
[rbdm@iappd.net](mailto:rbdm@iappd.net)

MENA  
Tla al Ali, Abo Musa alashari St. Hay Alsaleheen  
P.O. Box 954402 Amman – 11954 Jordan  
Tel: +962 795 104942  
[ceo.mena@iappd.net](mailto:ceo.mena@iappd.net)

Certification & Membership  
[certification@iappd.net](mailto:certification@iappd.net)

Exam & Services Fees  
[fin@iappd.net](mailto:fin@iappd.net)

Afric  
Ghana, APPMA, BOX 13 DC DANSOMAN ACCRA,  
T: +233 242 142 198 M:+233 289 673 634  
[ceo.africa@iappd.net](mailto:ceo.africa@iappd.net)

Logistics & Shipment  
[admin@iappd.net](mailto:admin@iappd.net)

Others: [mail@iappd.net](mailto:mail@iappd.net)

CS Asia  
Pakistan, Lahore  
[ceo.csa@iappd.net](mailto:ceo.csa@iappd.net)