



Balanced Scorecard (BSC) is a system that measures and manages organization's progress towards its strategic objectives. The traditional method of "keeping-an-eye" on financials is no longer adequate. BSC therefore not only includes the financial measures of performance but also three other perspectives—i.e. customer, internal operations and learning & development. These four perspectives were originally proposed by Professor Robert Kaplan and David Norton. Organizations adopt the basic principles proposed by Kaplan and Norton, but change them according to their own specific needs. BSC as a management tool has been used in various industries with great success. NiMble as a Management Consulting Organization has helped many clients to implement this tool and has developed a special training module to help you *manage your business professionally and holistically, thereby ensuring Business Success.*

Objectives

The main objective of the training program is to make participants aware about the Balanced Score Card as a management tool to ensure progress of Strategic Objectives of the organization. The higher level view of the organization's performance would make participant see how they contribute to achieving Organization's Vision and add value to the organization in a manner which helps its growth. Discussions on Strategy Maps is very helpful in understanding the cause-&-Effect relationship of various actions taken in the various departments of an organization. This tool helps senior management in managing the business strategically and achieve the desired results.

Contents

- Module 1—Overview of Balanced Scorecards
 - What is BSC?
 - Why is it gaining importance as a Management Tool?
- Module 2—Development of BSC
 - Vision, Values and Strategy
 - Developing Strategic Goals
 - Developing Measures
 - Strategy Maps
- Module 3—Embedding BSC in Management System
 - Setting Targets
 - Cascading for alignment
 - Resource Allocation
 - BSC for Rewards and recognition
- Module 4—Sustaining BSC
 - Implementing BSC in your organization
 - Sharing BSC results

The balanced scorecard is not a way of formalizing strategy. It is a way of understanding an cheking what you have to do throughout the organization to make your strategy work.

**Robert Kaplan—
Professor at Harvard
in Financial Times
(London) April 1997**

Duration

The contents shall be covered in two full day sessions.



Methodology

Training is imparted by case studies and extensive participation of all participants and encouraging them to share their experiences. This shall be supported by Power Point / visual presentations and a touch of theory. Being action oriented, this methodology has been found to work wonderfully well with entrepreneurs.

Who should attend?

The program is designed to be most beneficial to entrepreneurs them-selves and the family members who assist in running the organization. Senior employees, departmental heads and managers of organizations who have desire to grow and have strategic intent would also benefit from the program.

Facilitator

The program shall be facilitated by Mr. Vinod Kumar Mehandru. He has over 40 years of experience in Public Sector, Privates small and big corporations as well as an entrepreneur,. He is presently working as CEO of NiMble Systems Pvt. Ltd. He has been responsible for developing and implementing BSC in many organizations



About NiMble

NiMble is a management consulting organization assisting clients in three basic areas. These are

- Improving management effectiveness
- Improving business operations
- Managing human resources



With appropriate strategy, processes and resources organizations have all the ingredients of success. However managing these three ingredients requires knowledge of many sound management tools and practices. These would be tools like Balanced Score Cards, Six-Sigma, Kaizen and many such other tools. NiMble works with organizations and supports them in analyzing their business performance, efficacy of existing structure and processes and its relevance to changing needs. It then suggests appropriate measures which if taken can help organizations improve their business results.

Most of our clients are mid size enterprises / individual entrepreneurs who are driven by passion to lead. We enjoy assisting our clients to grow into organizations that are capable of becoming leaders in their own domains. NiMble employees have wide range of experience and have worked in organizations ranging from Public Sector, Private Sector, Engineering Consulting, EPC Contractors, Manufacturing, IT, Not for Profit Organizations, Trading and Marketing sector, and many others. NiMble has worked for clients in various countries such as India, Kuwait, Kenya, Uganda, UAE, Sudan, Nepal, Ceylon, Myanmar, Georgia, Taiwan etc.

Content of all NiMble Trainings are based on direct experience gained while working for our diverse clients or from personal experience gained while working in many organizations. Our Training focuses on improving competency of participants in management skills and be aware about good and contemporary practices in the industry. For more information on NiMble please visit our web-site at www.nimble.in