

**Invitation: CCP meeting**

I am delighted to invite you to attend the CCP Spring meeting, which will take place on **Wednesday March 22 2017** at **Copenhagen Business School**, Solbjerg Plads 3, Room: Augustinusfonden 4<sup>th</sup> floor (*note the new location*)

The first presentation by Michael Petersen, will continue our discussion of HR KPI reporting and we will learn about recent developments at Novozymes.

After lunch we shift focus towards performance management systems. Fabian Lange (McGill University) presents the results from a recent CCP study that addresses the role managers play in performance management systems. It is no surprise that managers are important and that they affect performance ratings, but it is less clear what it implies for the employees and for the managers themselves. Fabian's presentation will shed light on this issue.

The second presentation on performance management is by Sten Nicolaisen. Velux has recently introduced a performance management system and has harvested some experiences. This presentation will shed light on the performance management system at work at Velux and how it is implemented and maintained in practice.

The final presentation is by Jan Sauermann (Stockholm University). Jan will present the results from a recently published paper on learning and performance in call centers. The beauty of this study is that it was conducted as an experiment in a real business setting.

See the full program below.

*Registration:*

You can register for the meeting by sending an email to Kirstine Dinesen ([kdi.int@cbs.dk](mailto:kdi.int@cbs.dk)) **before March 17**. Remember that you are welcome to send more than one person from your company to attend the meeting. When registering, please provide the names of all participants and let us know if you have any food allergies or special needs that we should be aware of.

*Further information:*

Parking is available at Solbjerg Plads (payment required). The nearest metro station is "Frederiksberg" (right next to Solbjerg Plads).

Best regards

Anders Frederiksen  
Director of CCP

## CCP MEETING

**Date:** March 22, 2017 – 10:30 to 16:00

**Place:** Copenhagen Business School, Augustinusfonden, Solbjerg Plads 3, 4<sup>th</sup> floor, 2000 Frederiksberg

**Program:**

10.30	Arrival
10.45	Welcome by Anders Frederiksen, Aarhus Universitet
11.00	HR KPI Reporting - recent developments, by Michael Petersen, Novozymes
11.45	Lunch in Restaurant FUHU at Solbjerg Plads
12.45	Supervisors and Performance Management Systems, by Fabian Lange, McGill University
13.30	Supervisors and Performance Management Systems – Implementation and Practical Considerations, by Sten Nicolaisen, Velux
14.15	Coffee
14.45	Performance and Learning in Call Centers, by Jan Sauermann, Stockholm University
15.30	Future CCP activities, by Anders Frederiksen, Aarhus Universitet
15.45	End