



*Training Course:  
Organizational and Public Sector, Analysis,  
Implementing Initiatives & Improvement*

*28 April - 2 May 2025  
Vienna (Austria)*

## Training Course: Organizational and Public Sector, Analysis, Implementing Initiatives & Improvement

Training Course code: MA234742 From: 28 April - 2 May 2025 Venue: Vienna (Austria) - Training Course Fees: 5750 € Euro

### Introduction

Briefly, organizations are complex living systems that are capable of thinking, learning, and actually adapting to environmental or contextual shifts. Organizational development will lead to a change in the nature and quality of relationships within an organization and among organizations. Understanding organizations as human systems comprising formal and informal arrangements is critical to understanding how change can happen.

Organizational and Public Sector, Analysis, Implementing Initiatives & Improvement course aims at improving the adaptation and integration of the fundamental components of Organization Sustainability Techniques. In order to do this, it is important to analyze carefully the organization's design and to map stakeholders and their relationships.

Using organization development means assessing internal strengths and weaknesses, as well as external opportunities and threats, to design appropriate interventions to help the organization perform better.

### Objectives

- Understanding organization and Public Sector analysis and development
- Supporting the design of change processes
- Engaging in effective multi-stakeholders processes
- Measuring organizational change.
- Measuring Public sector organization's ability to use resources efficiently and effectively
- Understanding the productivity concept
- Relationship between productivity and strategic goals
- Identification of Productivity Improvement Opportunities
- Implementation and Monitoring of Productivity Improvement Opportunities.

### Methodology

A variety of training tools to reach the participants will be applied in a diverse manner. This training course will combine "hearing" and "seeing and writing". A number of methods will include brainstorming, exercises, group discussion, and sharing experiences.

### Target Audience

- Leaders who want to better understand the dynamics of OD and how they can positively affect change.
- Executive management and director.

## Outlines

### Day 1

#### Organization analysis

- The basic framework for organization analysis
- Organizational Performance Assessment OPA framework
- The process for organization analysis

### Day 2

#### Engaging in multistakeholder processes

- What is a multistakeholder process?
- Types of multistakeholder processes
- Setting up an MSP
- Effective Executive Management & Board Members

### Day 3

#### Organization design and implementation

- What is public sector organizational design?
- What are the most common interventions?
- Planning and implementing public sector organizational change process
- Transparency of public sector organizational

### Day 4

#### Measuring organizational change

- What level of change are we targeting?

- Measuring performance in a target organization
- Measuring the results of a multistakeholder process
- Setting up a measurement process

## Day 5

### Toolbox

- Tool 1 OPA checklist - Light version
- Tool 2 SWOT analysis
- Tool 3 PEST analysis
- Tool 4 Organizational Culture Assessment Instrument OCAI
- Tool 5 Brainstorming
- Tool 6 Force field analysis
- Tool 7 Scenario building
- Tool 8 Combining quantities and qualitative evaluation techniques

## Registration form on the Training Course: Organizational and Public Sector, Analysis, Implementing Initiatives & Improvement

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Complete & Mail or fax to Global Horizon Training Center (GHTC) at the address given below

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### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
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