



*Training Course:  
Mastering Organizational Effectiveness*

*1 - 5 December 2025  
Barcelona (Spain)  
Grupotel Gran Via 678*

## Training Course: Mastering Organizational Effectiveness

Training Course code: HR234679 From: 1 - 5 December 2025 Venue: Barcelona (Spain) - Grupotel Gran Via 678 Training Course Fees: 5500 € Euro

### Introduction

In today's ever-changing business environment, HR managers and executives are responsible for more than just hiring and firing – they are involved in organizational change initiatives, efforts to shape organizational culture, strategic planning, complicated employee dynamics, and overall performance that helps drive the organization's success.

### Objectives

- you will learn to balance operational and functional needs with the strategic goals of your employer.
- understanding of organizational systems in order to better leverage the connection between employees and business goals.
- You will identify ways to explore the behavior of the organization as a whole, the groups and individuals within it, and those elements that can contribute to an effective work environment.
- You will benefit from an interactive learning environment that provides valuable summaries by instructors, case studies from some of today's well-known organizations, critical tips for immediate use on the job, and other important and helpful learning approaches.

### Target Audience

While this course is designed for human resource professionals, others involved with hiring or managing employees will also benefit including: managers, executive assistants and those who want to advance their skills in the field of human resources.

### Outlines

#### Organizations and Organization Design

- Various Types of Organizations
- Dimensions of Organization Design

#### Linking Strategy and Organization Design and Effectiveness

- Strategic Direction and Organization Design
- Organizational Effectiveness Approaches

### Organizational Structure and the Environment

- The Organization's Changing Environment
- Organizational Design and the International Environment

### Important Elements of an Organization's Internal Design

- Technology and Organization Performance
- Organization Size, Life Cycle, and Decline

### Organizational Culture, Values, and Change

- Organization Design and Culture
- Innovation and Change in Organizations

### Organizational Decisions and Change

- Organizational Decision Making in Times of Change
- Diversity and Inclusion in the Workplace

### Individual and Group Dynamics

- Elements of Effective Communication
- Elements of Effective Teams

### Conflict in Organizations

- Individual and Interdepartmental Conflict in Organizations
- Power and Politics in Organizations

## Registration form on the Training Course: Mastering Organizational Effectiveness

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

### Delegate Information

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Company Information

Company Name: .....  
 Address: .....  
 City / Country: .....

### Person Responsible for Training and Development

Full Name (Mr / Ms / Dr / Eng): .....  
 Position: .....  
 Telephone / Mobile: .....  
 Personal E-Mail: .....  
 Official E-Mail: .....

### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
- Please invoice my company

### Easy Ways To Register

Telephone:  
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