



*Training Course:  
Policy Development & Strategic Alignment:  
Bridging Vision and Execution*

*15 - 19 March 2026  
Istanbul (Turkey)  
DoubleTree by Hilton Istanbul Esentepe*

## Training Course: Policy Development & Strategic Alignment: Bridging Vision and Execution

Training Course code: PC235907 From: 15 - 19 March 2026 Venue: Istanbul (Turkey) - DoubleTree by Hilton Istanbul Esentepe Training Course Fees: 5500 € Euro

### Introduction:

Effective policy development is not just about documentation—it is a strategic function that ensures an organization's vision, values, and goals are embedded into everyday operations. As organizations evolve, there is a growing need to align policies with strategic objectives, mitigate risks, enhance operational efficiency, and ensure internal consistency.

This 5-day training program equips participants with the advanced skills required to design, develop, and evaluate policies that drive execution and support long-term strategic goals. Participants will learn how to link organizational strategies to operational policies, create stakeholder buy-in, implement governance mechanisms, and ensure policies are adaptable, measurable, and enforceable.

### Target Audience:

- Policy and Procedure Writers
- Strategy and Planning Officers
- Compliance and Governance Professionals
- Department Managers and Division Heads
- Legal and Regulatory Advisors
- HR and Operations Leaders
- Anyone involved in policy design, review, or implementation

### Objectives:

By the end of the program, participants will be able to:

- Understand the strategic importance of policy development in organizational success
- Align policies with corporate vision, mission, and long-term strategy
- Apply frameworks for effective policy design and approval
- Engage stakeholders in collaborative policy development
- Ensure accountability, measurability, and compliance in policy execution

- Monitor, evaluate, and revise policies based on organizational feedback and performance

## Outlines:

### Day 1:

#### The Strategic Role of Policy in Organizational Success

- Defining policies, procedures, and strategic alignment
- The lifecycle of a policy: from strategy to implementation
- Types of policies and their role in shaping organizational behavior
- Connecting corporate vision, mission, and values to policy
- Case studies: Strategic impact of well-designed vs. poorly designed policies

### Day 2:

#### Policy Development Frameworks and Tools

- Policy development lifecycle and key stages
- Conducting needs assessments and identifying policy gaps
- Setting policy objectives and outcomes
- Frameworks for policy drafting and documentation
- Building policy structure: language, tone, consistency, and clarity

### Day 3:

#### Stakeholder Engagement and Governance Mechanisms

- Identifying internal and external stakeholders
- Conducting stakeholder analysis and managing expectations
- Gaining executive buy-in and support
- Governance roles in policy development and oversight
- Approval workflows, review boards, and accountability

### Day 4:

### Implementing, Communicating, and Training

- Preparing the organization for policy implementation
- Communication strategies for policy rollout
- Training staff on policy content and application
- Change management principles in policy adoption
- Tools and platforms for policy access, tracking, and updates

### Day 5:

#### Monitoring, Review, and Strategic Alignment

- Setting performance indicators and compliance metrics
- Auditing and evaluating policy effectiveness
- Aligning policy review with strategic review cycles
- Adapting policies to organizational change, growth, or restructuring
- Final workshop: Drafting a policy aligned with a chosen strategic objective

## Registration form on the Training Course: Policy Development & Strategic Alignment: Bridging Vision and Execution

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### Person Responsible for Training and Development

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- Please find enclosed a cheque made payable to Global Horizon
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