



*Training Course:  
Planning and Organizing Job Procedures*

*21 December 2026 - 1 January 2027  
Kigali (Rwanda)*

## Training Course: Planning and Organizing Job Procedures

Training Course code: HR235276 From: 21 December 2026 - 1 January 2027 Venue: Kigali (Rwanda) - Training Course  
Fees: 9700 € Euro

### Introduction

This advanced training program, designed by [Global Horizon Training Center](#), provides a comprehensive and structured approach to planning, organizing, and optimizing job procedures across organizations.

In today's complex operational environments, organizations require [well-defined processes, standardized procedures, and efficient resource planning](#) to ensure consistency, quality, and productivity. Poorly designed workflows lead to inefficiencies, duplication of effort, and operational risks.

This 10-day program equips participants with advanced tools and methodologies to [analyze, design, document, implement, and continuously improve job procedures](#), ensuring alignment with organizational objectives and operational excellence standards.

### Program Objectives

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

- Design and implement [efficient job procedures and workflows](#)
- Develop and manage [Standard Operating Procedures SOPs](#)
- Apply [process mapping and workflow optimization techniques](#)
- Allocate resources effectively and manage workloads
- Identify and eliminate inefficiencies and process bottlenecks
- Apply [risk management and contingency planning](#)
- Monitor performance using KPIs and continuous improvement tools
- Align operational procedures with organizational strategy

### Target Audience

- Operations and Administrative Professionals
- Supervisors and Team Leaders
- HR and Organizational Development Staff
- Process Improvement and Quality Specialists
- Project Coordinators and Managers
- Anyone responsible for workflow design and operational efficiency

### Training Outline

#### Day 1: Fundamentals of Planning and Organizational Structure

- Concepts and importance of planning and organizing
- Strategic vs. operational planning
- Organizational structures and workflow alignment
- Roles and responsibilities in process management

#### Day 2: Work Planning and Priority Management

- Setting objectives and defining deliverables
- Task prioritization techniques Eisenhower Matrix, ABC method
- Scheduling and time allocation
- Linking planning with performance outcomes

#### Day 3: Process Mapping and Workflow Analysis

- Introduction to process mapping
- Flowcharts and swimlane diagrams
- Identifying inputs, outputs, and dependencies
- Practical exercise: Mapping organizational workflows

#### Day 4: Process Improvement and Optimization

- Identifying inefficiencies and bottlenecks
- Eliminating redundancies and delays
- Lean principles for process improvement
- Case study: Process optimization

#### Day 5: Developing Standard Operating Procedures SOPs

- Structure and components of SOPs
- Writing clear and actionable procedures
- Standardization and documentation practices
- Workshop: Drafting SOPs

#### Day 6: Advanced SOP Management and Governance

- SOP lifecycle management creation, approval, revision
- Version control and compliance
- Auditing procedures and ensuring adherence
- Digital tools for SOP management

#### Day 7: Resource Planning and Workload Distribution

- Resource allocation strategies
- Workforce planning and task assignment
- Balancing workloads across teams
- Tools for tracking productivity and performance

#### Day 8: Risk Management and Contingency Planning

- Identifying operational risks

- Risk assessment and mitigation strategies
- Business continuity planning
- Scenario planning and crisis response

#### Day 9: Performance Monitoring and Continuous Improvement

- Defining KPIs for job procedures
- Monitoring and evaluating process performance
- Continuous improvement frameworks PDCA, Kaizen
- Using feedback for process enhancement

#### Day 10: Integration and Implementation Strategy

- Aligning procedures with organizational strategy
- Change management for process implementation
- Cross-functional coordination
- Final workshop: Designing a complete job procedure framework
- Presentation and feedback session

## Registration form on the Training Course: Planning and Organizing Job Procedures

**Training Course code:** HR235276 **From:** 21 December 2026 - 1 January 2027 **Venue:** Kigali (Rwanda) - Training  
**Course Fees:** 9700 € Euro

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:  
+201095004484 to  
provisionally reserve your  
place.

Fax your completed  
registration  
form to: +20233379764

E-mail to us :  
info@gh4t.com  
or training@gh4t.com

Complete & return the  
booking form with cheque  
to: Global Horizon  
3 Oudai street, Aldouki,  
Giza, Giza Governorate,  
Egypt.