



*Training Course:  
Organizational, Analysis, Implementing  
Initiatives & Improvement*

*31 August - 4 September 2026  
Kigali (Rwanda)*

# Training Course: Organizational, Analysis, Implementing Initiatives & Improvement

Training Course code: MA9324 From: 31 August - 4 September 2026 Venue: Kigali (Rwanda) - Training Course Fees: 6350 € Euro

## Introduction

In today's dynamic and performance-driven environment, organizations must continuously analyze their operations, implement strategic initiatives, and drive sustainable improvement. Effective organizational analysis enables leaders to identify gaps, optimize processes, and align resources with strategic objectives.

This program, developed by [Global Horizon Training Center](#), equips participants with practical tools and methodologies to assess organizational performance, design and implement improvement initiatives, and ensure long-term success. It focuses on bridging the gap between strategy and execution, enabling participants to translate insights into impactful actions.

## Course Objectives

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

- Conduct comprehensive organizational analysis
- Identify performance gaps and improvement opportunities
- Design and implement strategic initiatives effectively
- Apply structured problem-solving and improvement methodologies
- Align initiatives with organizational goals and priorities
- Monitor and evaluate initiative performance
- Manage change and ensure successful implementation
- Foster a culture of continuous improvement

## Target Audience

This program is designed for:

- Managers and Department Heads
- Strategy and Planning Professionals
- Organizational Development and HR Professionals
- Project and Program Managers
- Business Analysts and Process Improvement Specialists
- Public Sector and Government Employees
- Professionals involved in transformation and improvement initiatives

## Outline

### Day 1: Organizational Analysis Fundamentals

- Introduction to Organizational Analysis
- Understanding Organizational Structure and Performance
- Identifying Strengths, Weaknesses, Opportunities, and Threats SWOT
- Process and Performance Analysis Techniques
- Identifying Gaps and Improvement Areas
- Aligning Analysis with Strategic Objectives

### Day 2: Designing Strategic Initiatives

- Translating Analysis into Actionable Initiatives
- Prioritization of Initiatives
- Developing Business Cases and Value Propositions
- Setting Objectives, KPIs, and Success Metrics
- Resource Planning and Allocation
- Risk Identification and Mitigation

### Day 3: Implementation of Initiatives

- Project and Program Management Approaches
- Planning and Scheduling Initiatives
- Managing Stakeholders and Communication
- Execution and Monitoring of Initiatives
- Overcoming Implementation Challenges
- Ensuring Accountability and Ownership

### Day 4: Performance Measurement and Continuous Improvement

- Monitoring Initiative Performance
- Using KPIs and Performance Dashboards
- Data Analysis for Decision-Making
- Continuous Improvement Frameworks PDCA, Lean
- Identifying and Eliminating Inefficiencies
- Benchmarking and Best Practices

### Day 5: Change Management and Sustainability

- Managing Organizational Change
- Addressing Resistance and Building Engagement
- Embedding Improvements into Organizational Culture
- Sustaining Performance Improvements
- Developing Action Plans for Continuous Improvement
- Case Studies and Practical Applications

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

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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: .....  
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### 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: .....  
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### Payment Method

- Please find enclosed a cheque made payable to Global Horizon
- Please invoice me
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### Easy Ways To Register

Telephone:  
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place.

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E-mail to us :  
info@gh4t.com  
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Complete & return the  
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