



*Training Course:
Mastering Organizational Effectiveness*

*28 June - 2 July 2027
Kigali (Rwanda)*

Training Course: Mastering Organizational Effectiveness

Training Course code: HR234679 From: 28 June - 2 July 2027 Venue: Kigali (Rwanda) - Training Course Fees: 6350 €

Introduction

In today's dynamic and highly competitive business environment, organizational effectiveness has become a critical success factor for sustainable growth and performance. Modern organizations require more than efficient operations—they need **strategic alignment, adaptive structures, strong cultures, and high-performing teams**.

This program is designed to provide HR leaders, managers, and professionals with a comprehensive understanding of how organizations function as integrated systems. It focuses on aligning **strategy, structure, people, and processes** to achieve optimal performance and long-term success.

Participants will explore advanced concepts in organizational design, culture transformation, leadership influence, and change management. Through practical frameworks, case studies, and interactive discussions, the program equips participants with the tools needed to diagnose organizational challenges and implement effective solutions.

Program Objectives

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

- Align operational activities with **strategic organizational goals**
- Understand organizational systems and their impact on performance
- Analyze organizational behavior at individual, group, and system levels
- Design effective organizational structures and workflows
- Enhance workplace culture to drive engagement and productivity
- Manage organizational change and innovation effectively
- Strengthen decision-making in complex and dynamic environments
- Improve team performance, communication, and collaboration

Target Audience

- HR Managers and HR Business Partners
- Organizational Development Professionals
- Line Managers and Department Heads
- Executives and Senior Supervisors
- Professionals involved in workforce planning and performance improvement

Training Outline

Day 1: Foundations of Organizational Effectiveness

- Introduction to organizational effectiveness concepts
- Types of organizations and operating models
- Key dimensions of organizational design structure, processes, people, culture
- Linking business strategy with organizational design
- Strategic direction and its influence on effectiveness
- Overview of organizational effectiveness frameworks
- Case study: Aligning structure with strategy

Day 2: Organizational Design and External Environment

- Organizational structure models functional, matrix, divisional, hybrid
- Impact of external environment on organizational design
- Globalization and international organizational challenges
- Organizational agility and adaptability in changing markets
- Technology and its impact on organizational performance
- Organization lifecycle: growth, maturity, and decline
- Workshop: Redesigning an organization for a changing environment

Day 3: Organizational Culture, Innovation, and Change

- Understanding organizational culture and values
- Culture's role in performance and employee engagement
- Designing and shaping organizational culture
- Innovation as a driver of organizational effectiveness
- Managing change and transformation initiatives
- Decision-making models in times of change
- Case study: Leading cultural transformation

Day 4: People Dynamics and Team Effectiveness

- Individual behavior and motivation in organizations
- Group dynamics and team development stages
- Characteristics of high-performing teams
- Effective communication strategies in organizations
- Conflict management and resolution techniques
- Managing interdepartmental collaboration
- Workshop: Solving real organizational conflict scenarios

Day 5: Power, Decision-Making, and Organizational Performance

- Organizational decision-making frameworks
- Power, influence, and politics in organizations
- Ethical leadership and governance
- Diversity, equity, and inclusion DEI as performance drivers
- Aligning people, processes, and performance outcomes
- Building a sustainable high-performance organization
- Final exercise: Developing an organizational effectiveness improvement plan

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

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