



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

*4 - 8 January 2027
Kigali (Rwanda)*

Training Course: Organizational, Analysis, Implementing Initiatives & Improvement

Training Course code: MA9324 From: 4 - 8 January 2027 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

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