BLACKBIRD FOR TRAINING

Organizational Effectiveness: Strategic Development, Organization Design & Performance Management

3 – 7 May 2027
Milan (Italy)



Organizational Effectiveness: Strategic Development, Organization Design & Performance Management

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Introduction

In today's rapidly evolving business environment, organizations must continuously adapt to changing market conditions, technological advancements, and workforce expectations. Sustainable success depends not only on well-defined strategies but also on an organizational structure capable of supporting business objectives, enabling high performance, and driving continuous improvement. Organizations that successfully align strategic development, organization design, and performance management are better positioned to improve productivity, strengthen employee engagement, and achieve long-term organizational excellence.

The Organizational Effectiveness: Strategic Development, Organization Design & Performance Management course provides a comprehensive understanding of the principles, frameworks, and methodologies used to improve organizational performance. Participants will explore how strategic planning, organizational development, organization design, workforce planning, governance, and performance management systems work together to create agile, efficient, and high-performing organizations.

Throughout the course, participants will examine the relationship between organizational strategy, operating models, organizational structures, role design, capability development, and performance measurement. The course also addresses business transformation, organizational change, leadership alignment, and the integration of performance management practices that support strategic objectives. By combining internationally recognized best practices with practical organizational frameworks, this course enables participants to understand how organizations improve effectiveness, optimize resources, and strengthen overall business performance across public and private sector organizations.

Course Objectives

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



- Understand the principles of organizational effectiveness and organizational development.
- Explain the relationship between strategic development and organizational performance.
- Analyze organizational structures and identify opportunities for improvement.
- Apply organization design principles to support business objectives.
- Understand operating models and governance frameworks.
- Develop organizational structures that support strategic priorities.
- Evaluate workforce planning approaches and organizational capabilities.
- Design effective roles, responsibilities, and reporting relationships.
- Understand performance management systems and performance measurement frameworks.
- Develop meaningful performance indicators aligned with strategic objectives.
- Analyze organizational performance using qualitative and quantitative measures.
- Support organizational transformation and change initiatives.
- Improve organizational agility and operational effectiveness.
- Strengthen alignment between strategy, people, processes, and organizational structure.
- Contribute to sustainable organizational growth and continuous performance improvement.

Course Outlines

Day One: Foundations of Organizational Effectiveness

- Introduction to organizational effectiveness and organizational development.
- Strategic development and organizational success.
- Organizational culture and business performance.
- Principles of organization design.
- Organizational structures and operating models.
- Governance and organizational accountability.
- Organizational capabilities and business alignment.
- Key drivers of organizational effectiveness.

Day Two: Strategic Development and Organization Design

- Strategic planning and organizational alignment.
- Organization design methodologies.
- Workforce planning principles.
- Role design and responsibility frameworks.
- Organizational restructuring approaches.
- Decision-making structures and governance.
- Resource alignment and organizational efficiency.
- Building flexible organizational models.



Day Three: Performance Management Systems

- Principles of performance management.
- Organizational performance measurement.
- Key Performance Indicators and organizational objectives.
- Performance planning and monitoring.
- Performance evaluation frameworks.
- Linking performance management to strategic objectives.
- Managing organizational performance improvement.
- Continuous performance monitoring.

Day Four: Organizational Transformation and Change Management

- Organizational transformation frameworks.
- Change management principles.
- Managing organizational change initiatives.
- Leadership alignment during transformation.
- Stakeholder engagement strategies.
- Building organizational resilience.
- Managing transformation risks.
- Sustaining organizational change.

Day Five: Sustaining Organizational Effectiveness

- Continuous organizational improvement.
- Organizational capability development.
- Talent management and succession planning.
- Organizational learning and knowledge management.
- Governance for sustainable performance.
- Measuring organizational effectiveness.
- Future trends in organization design and performance management.
- Integrating strategy, organization design, and performance management for long-term success.

Why Attend this Course: Wins & Losses!

- Develop a comprehensive understanding of organizational effectiveness frameworks.
- Improve strategic alignment between business objectives and organizational structures.
- Design more efficient organizational models that support business growth.
- Strengthen workforce planning and organizational capability development.
- Enhance performance management systems using measurable performance indicators.
- Improve governance, accountability, and organizational decision-making.
- Support organizational transformation and business change initiatives.
- Increase organizational agility, operational efficiency, and long-term business performance.



Conclusion

Organizational effectiveness is a critical capability for organizations seeking sustainable growth, operational excellence, and long-term competitive advantage. Successfully integrating strategic development, organization design, and performance management enables organizations to build structures that support business objectives, improve decision-making, strengthen accountability, and optimize organizational performance.

The Organizational Effectiveness: Strategic Development, Organization Design & Performance Management course provides a comprehensive framework for understanding how organizational strategy, governance, workforce planning, organization design, and performance management systems work together to create high-performing organizations. Participants will gain practical knowledge of internationally recognized organizational development practices, performance measurement frameworks, and organizational transformation approaches that support continuous improvement and strategic execution.

By integrating these disciplines, organizations can improve operational efficiency, strengthen organizational capabilities, enhance workforce performance, and establish a culture of continuous improvement that supports sustainable organizational success across both public and private sectors.

