

## Managing & Improving Public Sector Performance

*Toronto (Canada)*

*31 March - 4 April 2025*

UK Training

# PARTNER



## Managing & Improving Public Sector Performance

Code: NC28 From: 31 March - 4 April 2025 City: Toronto (Canada) Fees: 5400 Pound

### Introduction

This new training seminar is specifically aimed at those in the Public Sector who want to make improvements within the constraints of Government Control and existing Labor - Laws. This practical training course will explore a number of solutions, offering you new techniques and tools, which will aid your organization to produce measurable added value.

This will be a very practical training course and will go through all the key processes that can make a difference to public sector organizations; such as Competency, Performance, Employee attendance, Performance Appraisal, and building better Organizational Capability. New techniques in employee motivation will also form part of this innovative course.

### Course Objectives of Improving Public Sector Performance

- Be able to show others how to significantly improve on your existing investment in competencies.
- Analyse and demonstrate how performance can be improved in the Public Sector.
- Take action and demonstrate financially how improving reliability will add value.
- Understand and be able to significantly improve any existing Performance appraisal system and explain the benefit to Management.
- Learn techniques to apply to motivate staff, specifically in the Public Sector.

### Improving Public Sector Performance Course Outlines

#### Day 1

##### The History, Role and Future Function of Public Sector Organisations

- Introductions and Program Objectives for the Week.
- What is the Public Sector there to do?
- The Historical Context of the Public Sector.
- Present Position and Future Role of Public Sector Organisation - Latest trend changes.
- Change and the Public Sector - How we can forecast when change is needed?
- Understanding the Results of Change and How Change Affects Us.
- Change and the Difference between the Public and Private Sectors.

#### Day 2

##### Building Organisational Core Strength in the Public Sector



- The Role of Competencies in the Organization.
- How Competencies Work and How they are Measured.
- Techniques to Significantly Improve What You Already Have.
- Incorporating Competency Approach In, Recruitment, Appraisal and Training.
- Developing Teams to Build Core Strength.
- Succession Planning to Retain and Develop your Talented People.
- Techniques to Retain Talented People.

### Day 3

#### Performance Improvements - Are they necessary in the Public Sector?

- What is Performance?
- Can you get improvements in Performance at no extra cost?
- Improving Targets for Performance
- How to get more commitment? - New Process / New Results
- The Measuring of Performance - Whose job is it?
- Should Performance be linked to pay?

### Day 4

#### Using Reliability and Differentiation to Maximize on What Strengths You Have

- The History of Differentiation.
- Why the Public Sector might want to consider this as a motivational tool?
- Understanding the Need for Reliability in the Public Sector.
- Case Study: The Cost of an Unreliable Organization.
- Can Reliability really add value?
- How we can help the Managers?
- The Future Managers of Leaders.

### Day 5

#### Making Things Happen Within Our Existing Constraints

- Latest Techniques on Motivation.
- Three Motivational Tools that Work - Today.
- How to Translate Ideas or Goals into Measurable Actions.
- Two Existing Processes: How to improve them and Reap Real Benefit.
- Demonstration of the Above.
- End of Course Review - Actions and Networking after the course.





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**BLACKBIRD**  
FOR TRAINING



International House 185 Tower Bridge  
Road London SE1 2UF United Kingdom



+44 7401 1773 35  
+44 7480 775526



Sales@blackbird-training.com



www.blackbird-training.com

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