BLACKBIRD FOR TRAINING

Planning, Organizing, and Performance Measurement

7 – 11 June 2027
Kigali (Rwanda)

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Introduction

In today's dynamic and competitive business landscape, mastering the art of planning and organizing, along with effective performance measurement, is crucial for achieving strategic goals and maintaining a competitive edge. But what is measure performance and why is it important?

For executives, team leaders, and professionals across the Middle East and North Africa, these essential skills form the backbone of modern organizational success. This comprehensive planning and organizing and performance measurement training program is designed to address the needs of professionals at all levels, from early- and mid-career staff seeking to strengthen their core skills to senior managers and leaders aiming to refine their strategic and leadership capabilities.

Participants will gain practical tools and frameworks to measure performance, align strategic plans with real-world outcomes, and build high-performing teams that drive sustainable success. Whether you're in oil and gas, banking and financial services, telecommunications, government, human resources, marketing and sales, or project management, this course will equip you with the skills and insights to stay ahead.

Course Objectives

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

- Understand the fundamentals of planning and organizing and their strategic impact.
- Explore performance measurement and how to measure work performance effectively.
- Analyze performance measures and link them to organizational goals.
- Develop and implement advanced tools for performance measurement systems.
- Strengthen leadership skills to support planning and performance initiatives.
- Build flexible, high-performing organizational structures.
- Foster a culture of innovation, adaptability, and continuous improvement.
- Learn and benchmark against global best practices in planning, organizing, and performance management.



Course Outlines

Day 1: Fundamentals of Organizational Planning

- Introduction to the definition of performance measures and the role of planning in achieving organizational success.
- Types of planning: strategic, operational, and tactical.
- Steps to develop effective and integrated plans.
- Aligning plans with organizational mission and vision.
- Case studies of effective organization planning and strategy alignment.
- Practical exercises to develop strategic plans tailored to your work environment.

Day 2: Effective Organizing Skills

- Understanding planning and organizing skills and their impact on productivity.
- Key elements of organizational structures, authority, and workflow.
- Building cohesive, high-performing teams.
- Setting priorities and mastering time management.
- Overcoming challenges and barriers in organizing for performance.
- Interactive exercises to enhance planning and organizing effectiveness.

Day 3: Performance Measurement - Tools and Applications

- Introduction to performance measurement and its role in driving continuous improvement.
- Exploring what are performance measures and why they matter.
- Designing performance measurement systems aligned with strategic objectives.
- Using data analysis to connect performance indicators to business outcomes.
- Tools and techniques for interpreting performance data.
- Practical exercises to apply performance measurement concepts to real scenarios.

Day 4: Leadership and Performance Support

- The pivotal role of leadership in driving planning, organizing, and performance measurement initiatives.
- Creating a culture of innovation and continuous improvement.
- Motivating teams to achieve strategic goals and sustain high performance.
- Managing change and leading organizational transformation.
- Exploring leadership models that support performance measurement and excellence.
- Exercises to build adaptive leadership skills that align with performance goals.



Day 5: Evaluation and Practical Application

- Comprehensive review of the course's core concepts and tools.
- Final exercises to apply performance measurement and planning concepts in real-world scenarios.
- Constructive feedback sessions to improve individual and team performance.
- Developing a personal action plan for implementing new strategies.
- Exploring ongoing improvement strategies to remain competitive.
- Open Q&A session for knowledge exchange and clarifications.

Why Attend This Course: Wins & Losses!

- Gain practical and actionable skills to apply immediately in your role.
- Enhance your ability to use performance measurement systems and improve organizational outcomes.
- Develop planning and organizing skills to boost productivity and effectiveness.
- Build a high-performing, data-driven culture for sustainable success.
- Strengthen your leadership capabilities to guide teams through change.
- Learn the latest global best practices and trends in performance measurement and organizational excellence.
- Make informed, data-driven decisions that drive real impact.
- Network and exchange knowledge with leaders and peers from diverse sectors.

Conclusion

Planning, organizing, and performance measurement form the foundation for resilient, high-performing organizations. This comprehensive training course empowers you with the frameworks, skills, and tools needed to drive measurable results, build adaptable teams, and achieve strategic objectives with confidence.

By investing in these essential skills, you'll become a more effective leader and position your organization at the forefront of innovation, excellence, and long-term success. Start your journey today!

