



# Institute for Capacity Development (ICD)

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## **Strategic Performance Management and Organisational Development**

### **Course Objectives**

On completion of the course, participants should be able to:

- Formulate an Institutional and Divisional strategic plan
- Develop an Institutional and Divisional strategic performance management framework
- Design an effective communication strategy
- Articulate a vision that gives meaning to all the stakeholders at Institutional and Divisional strategic and national level.
- Formulate a strategic plan that operationalizes the Institutional and Divisional strategic goals and objectives
- Implement a strategic plan that takes into account the functional areas of Departments
- Critically review the role of performance targets in organisations
- Design competency inventory systems
- Design an implementation plan for a performance system

### **Target Groups**

- CEOs/Managing Directors
- Department Managers/Supervisors
- Section Heads
- HR Consultants
- HR/Training Directors
- HR/Training Managers
- HR/Training Executives

### **Course Outline**

- General Management Principles and practices
- Understanding the need for Institutional Planning
- Institutional Change and strategic management
- Strategic planning process
- Strategic planning cycles and tools.
- Strategic mission. Strategic analysis, concepts, models, methods and tools
- Formulating a robust institutional strategy
- Strategic Research and Information requirements
- Strategic management.
- Formulation of Strategic plans

- Formulating Institutional and Divisional strategic plans
- Institutional and Divisional strategic priorities
- Participatory involvement in designing an institutional and divisional strategy
- Strategic plan implementation.
- Financial planning and budgeting
- Project management
- Projects monitoring instruments
- Performance management and realizing strategic objectives
- Performance Measurement Process Model
- Performance Measurement Indicators
- Workforce Planning and performance
- Identifying Critical Competency Areas
- Competency Assessment
- Designing and implementation of a performance measurement system
- Application and measurement of Competencies in the Performance management system
- Competency and institutional success
- Developing Minimum Expected Competency Profiles
- Relationship Management
- Organizing and Managing Teams
- Communicating the strategic Plan
- Communication strategy
- Database Management
- Action Planning

Dates: 05<sup>th</sup> – 16<sup>th</sup> November 2018

Duration: 2 Weeks

Tuition Fee: US\$3250

Venue: Pretoria, RSA