



Integrating Performance & Progress

Integrated and Enhanced Organisation Performance through Change Leadership

► Training Details

Training Course Overview

Successful change is one of the biggest problems that modern organizations face. However, research over the last decade has demonstrated that organizational change initiatives fail more often than they succeed despite all the resources put into creating change management processes. There are a number of reasons why organisations need to change and in particular Bridging Performance Gaps.

This Anderson training course focuses on vital area of Organisational Performance through Leadership Change, Organisational Culture; Organisational Development (OD) and Work Psychology. It is a unique training course that provides guidelines on best practice, current 'best-practice' and skills development in organisational change leadership. It will also provide a link to Effective Development and Implementation of Organizational Performance using the Balanced Scorecard concept.

Training Course Objectives

By attending this Anderson training course, delegates will be able to:

- Understand human psychology
- Understand the impact of Change Leadership on Organisational Performance
- Realize the benefit of implementing Change Leadership and Management
- Understand the meaning and impact of Performance Management and Measurements on the Organization.
- Understand the impact of Human Capital Development on Organizational Performance
- Develop and implement an effective Balanced Scorecard in the organization that will translate organizational Strategy into Action

Designed For

This Anderson training course is suitable to a wide range of professionals but will greatly benefit:

- All planning personnel involved in performance management and measurement systems
- All managers and leaders involved in strategy and strategy execution
- Process and quality improvement personnel
- Personnel with real leadership potential
- Project Management Office (PMO) managers
- HR Managers with interest in employee's performance and appraisals

► Training Course Outline

Amongst a wide range of valuable topics, the following will be prioritised:

- Understanding Human Psychology and its Impact on Change Leadership and Management
- The Need and the Key Drivers of Change
- Approaches to Organisational Change by implementing various Change Management Models

- ▶ Difference between Change Management and Change Leadership
- ▶ Understanding Performance Management and Measurements
- ▶ The Six Phase Model of Implementing a Successful Performance Measurement System
- ▶ Planning for Success: Strategic Business Planning Framework
- ▶ Introduction to Performance Management Tools namely the Balanced Scorecard and Strategy Maps
- ▶ Developing Performance Contracts Framework and Scoring Mechanism using EXCEL

▶ The Certificate

Anderson Certificate of Completion will be provided to delegates who attend and complete the course

▶ INFO & IN-HOUSE SOLUTION

For more information about this course, call or email us at:

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Request for a Tailor-made training and educational experience for your organization now:

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