

Course Overview:

In today's evolving public sector landscape, government and public organizations face increasing demands for accountability, transparency, and efficiency. This advanced course is designed to empower public sector leaders with practical tools and strategies to drive measurable performance improvements. Participants will learn to lead organizational change, align initiatives with strategic goals, and embed a results-driven culture within their institutions.

Course Objective:

- Secure stakeholder buy-in for performance management practices in the public sector.
- Integrate performance initiatives with existing management improvement programs.
- Lead performance improvement teams across departmental silos.
- Connect performance metrics directly with organizational and legislative goals.
- Foster a culture of transparency and results-oriented accountability.

Course Outline:**Module 1: Understanding Public Sector Performance Management**

- Defining performance management as a change enabler
- Best practices in public and non-profit sectors
- Assessing current performance frameworks
- Customizing strategies using the PPC Model

Module 2: Scoping the Initiative

- Identifying key performance improvement areas
- Fundamentals of project management for reforms
- Building cross-functional improvement teams
- Gaining internal and external stakeholder support

Module 3: Strategy Development

- Applying the 4-Step Implementation Model
- Diagnosing organizational gaps
- Designing customized performance plans
- Implementing and tracking outcomes

Module 4: Aligning with Organizational Goals

- Linking objectives with high-performance indicators
- Aligning with legislative and administrative priorities
- Setting measurable goals and targets
- Review and feedback integration

Module 5: Driving Performance Culture

- Using employee reviews to foster accountability
- Utilizing internal data for performance improvements
- Selecting programs for advanced evaluations
- Benchmarking and performance auditing

Module 6: Sustaining Performance Gains

- Action planning for long-term success
- Implementing feedback and coaching systems

Training Language:

EN / AR

Training Methodology:

The course combines various teaching methods, including instructor-led presentations, group discussions, case study analyses, and assessments through quizzes and a final exam to engage participants and ensure they understand and retain the material.

Venue | Date | Fees

Riyadh | 05-10-2025 | 14,375 SAR

Khobar | 02-11-2025 | 14,375 SAR

- Embedding mentoring in performance culture

- Monitoring sustainability metrics

Module 7: Overcoming Resistance and Leading Change

- Addressing transparency concerns

- Managing resistance from within

- Influencing through strategic communication

- Sustaining momentum through leadership

Module 8: Performance Improvement Teams in Action

- Roles and responsibilities in high-performing teams

- Collaborative policy and implementation planning

- Breaking down silos for integrated outcomes

- Case studies of cross-departmental success

Module 9: Practical Application and Case Analysis

- Reviewing real-world case studies

- Applying the 4-step model in simulation

- Discussing challenges and success factors

- Peer feedback and group problem-solving

Module 10: Course Wrap-up and Final Assessment

- Recap of key takeaways

- Final exam covering core concepts

- Group presentations on applied strategies

- Certificate awarding and feedback collection

Who Should Attend:

- Directors and Managers in Performance Management and Human Resources

- Team Leaders in Employee Relations and Public Sector Operations

- Supervisors responsible for implementing performance systems

- Senior policy and planning officials