



LEADERSHIP AND MANAGEMENT

Capacity Building and Effective Organizational Development

Course code: LM-036

SPARK TRAINING

Professional training courses for leaders, specialists, and organizations seeking practical capability development.

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— Workshop Overview

Sustainable organizational success depends on the ability to develop people, systems, and institutions that can adapt and grow in changing environments. This course provides participants with practical knowledge and tools to design, implement, and evaluate capacity-building initiatives that strengthen organizational effectiveness, stakeholder engagement, and long-term development outcomes.

Why Attend

The course combines interactive presentations, case studies, group discussions, practical exercises, organizational assessments, collaborative workshops, and real-world capacity-building scenarios to encourage active participation and application.

Who Should Attend

Managers and supervisors
Organizational development professionals
HR and learning professionals
Government and public sector officials
NGO and development practitioners
Project and program managers
Professionals involved in institutional

— Learning Objectives

- Understand the principles and foundations of capacity-building
- Design effective capacity-building strategies aligned with organizational goals
- Engage stakeholders in development and transformation initiatives
- Apply participatory and collaborative approaches to organizational development
- Monitor and evaluate capacity-building interventions effectively
- Address common challenges affecting organizational development initiatives
- Promote sustainable growth and institutional effectiveness

Course Outline

**DAY
1**

Foundations of Capacity Building and Organizational Development

- Understanding the concepts, definitions, and principles of capacity-building
- Differentiating capacity-building from training, learning, and development initiatives
- Exploring key frameworks that support organizational growth and sustainability
- Understanding inclusion, equity, and social responsibility considerations in development programs
- Examining the relationship between capacity enhancement and organizational effectiveness
- Identifying factors that contribute to sustainable institutional development

**DAY
2**

Stakeholders, Empowerment, and Development Partnerships

- Understanding the objectives and strategic value of capacity-building initiatives
- Exploring the relationship between capacity development and empowerment
- Identifying key stakeholders and their contributions to development processes
- Understanding the responsibilities of governments, organizations, communities, and partners
- Building collaborative relationships to support development objectives
- Strengthening stakeholder engagement and participation practices

**DAY
3**

Collaborative Approaches and Organizational Learning

- Exploring participatory approaches to organizational learning and development
- Understanding demonstration-based learning and practical capacity transfer methods
- Examining organizational partnership and twinning approaches for mutual learning
- Developing frameworks for knowledge sharing and institutional cooperation
- Conducting assessments to identify strengths, weaknesses, and development opportunities
- Creating collaborative environments that encourage continuous improvement

**DAY
4**

Designing and Implementing Capacity-Building Strategies

- Developing comprehensive capacity-building strategies aligned with organizational priorities
- Identifying essential components of successful development initiatives
- Engaging stakeholders in the design and implementation process
- Understanding timing, sequencing, and sustainability considerations for development activities
- Integrating diversity and gender considerations into capacity-building programs
- Developing practical implementation plans and performance indicators

DAY
5

Monitoring Progress and Sustaining Development Success

- Developing monitoring and evaluation frameworks for capacity-building initiatives
- Measuring progress and identifying performance gaps
- Planning sustainability and transition strategies for long-term impact
- Mobilizing resources and support for organizational development objectives
- Promoting positive organizational culture and learning mindsets
- Understanding lessons learned, continuous improvement, and the role of challenges in organizational growth
- Developing a personal and organizational action plan for future implementation

— Upcoming Classroom Dates

DATE	LOCATION	FEE
5 - 9 October 2026	Munich - Germany	€2,125
12 - 16 October 2026	Barcelona - Spain	€1,925
9 - 13 November 2026	Frankfurt - Germany	€1,625
16 - 20 November 2026	Kuala Lumpur - Malaysia	€1,400
7 - 11 December 2026	Amsterdam - Netherlands	€2,125
14 - 18 December 2026	London - United Kingdom	€2,100
21 - 25 December 2026	Kuala Lumpur - Malaysia	€1,400
4 - 8 January 2027	Kuala Lumpur - Malaysia	€1,400

— Certificate and Registration

Participants who attend and complete the full programme receive a SPARK Training Certificate of Completion. For registration, in-house delivery, or availability questions, contact info@sparktraining.eu or +31 85 115 0004.