

Strategic Planning and Performance Management for Public Sector Organizations

Course code: PSM-005



SPARK TRAINING

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

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— Workshop Overview

Strategic planning and performance management are critical for ensuring public sector organizations deliver on their mandates effectively and efficiently. This course empowers participants with the tools to set clear goals, align resources, and measure performance for impactful results. Participants will learn best practices in strategic planning and gain insights into creating performance management systems that drive accountability, innovation, and continuous improvement.

Why Attend

The course uses a mix of interactive and practical learning methods, including:

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Who Should Attend

Senior government officials and policymakers.

Public sector managers responsible for strategic planning and performance.

Team leaders seeking to align departmental goals with organizational objectives.

Program managers and performance analysts in public sector organizations.

— Learning Objectives

- Understand the principles and importance of strategic planning in the public sector.
- Develop strategic plans that align with organizational missions and stakeholder needs.
- Establish key performance indicators (KPIs) and measurement frameworks.
- Utilize performance data to drive decision-making and accountability.
- Adapt strategies to respond to changing priorities and environments.
- Foster a culture of innovation and continuous improvement.

— Course Outline

DAY
1

Foundations of Strategic Planning in the Public Sector

- The role of strategic planning in public sector success
- Key elements of a strategic plan: Vision, mission, and values
- Identifying and engaging stakeholders in the planning process
- Case studies: Effective strategic plans in government organizations

DAY
2

Developing a Strategic Plan

- Setting organizational priorities and objectives
- Conducting situational analyses (e.g., SWOT, PESTLE)
- Aligning strategic goals with policy mandates and public needs
- Tools and frameworks for strategic planning

DAY
3

Performance Management Systems

- Designing effective performance management frameworks
- Establishing measurable KPIs and targets
- Data collection and analysis for performance monitoring
- Case studies: Successful performance management systems in the public sector

DAY
4

Implementing and Monitoring Strategies

- Resource allocation and project management for implementation
- Tracking progress and addressing performance gaps
- Adapting to changes and managing risks
- Communication strategies for stakeholder alignment

DAY
5

Driving Continuous Improvement and Innovation

- Conducting performance reviews and after-action assessments
- Encouraging innovation in public sector strategies
- Leveraging technology to enhance planning and performance
- Developing an action plan for strategic planning and performance improvement

— Upcoming Classroom Dates

Schedule available on request. Contact SPARK Training for current dates, locations, and fees.

— 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.