

STRATEGIC PLANNING & ORGANIZATIONAL DEVELOPMENT



24-26 JUNE 2024
NAIROBI, KENYA.



YOUR COURSE GWJI



DONALD HJUL

KEY
TOPICS

Strategic Planning in an Agile transforming world
Shifting strategy from ideas to Operational Implementation
Organisational Culture Analysis and interventions
Transformational Adaptive Growth

Talent Management, development and Succession Planning strategies – Purpose versus Plan



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MEET YOUR TRAINER

DONALD HJUL

YOUR FACILITATOR - DONALD HJUL

is a Specialist Facilitator and Professional OD Consultant who has over 38 years of experience in the Private, Public and NPO sectors across international boundaries and within many sectors and industries.

This includes broad international Commercial Management functions - from intern to Executive level; within a multi-national corporate environment. The last 22 years as a Professional in the Public and Private sector in this subject matter. He is actively involved in Business Planning, Organisational and Business Development across economic sectors and industries.

He has completed several Programmes with the UNISA Graduate School of Business; during the period 1990 to 2000 and graduated from the FMP, MDP and SMP (AEP) programmes of the business school.

His passion is empowering people in Business Development; Business Management; Organisational Design and Development; Performance & Project Management; as well as appropriate HR and the development of Human Capital in organisations.



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COURSE OBJECTIVES

This course will introduce you to the building blocks organizations use to manage the performance of individuals, teams, and total organizations. You will learn how to create a work environment that enables employees to thrive. We will explore the major facets of talent management from developing core competencies to the design and implementation of performance management systems to identifying, assessing, and developing talent, to delivering performance coaching for individuals and teams to driving employee engagement and retention. We will explore these practices through experiential learning. You will be expected to actively participate in team and individual-based projects, group discussion/ debate, assessments, presentations, and a variety of learning methodologies that will promote your professional growth.

LEARNING OUTCOMES:

Following this course, you will be able to:

- A.** Identify various methodologies organizations can use to accelerate and improve individual, team, and organizational performance.
- B.** Develop and promote leadership competencies that will frame the behaviors expected for organizational success.
- C.** Pinpoint the components of the performance management system to maximize people's potential and performance.
- D.** Assess an organization's bench strength and learn how to design and facilitate the succession planning process.
- E.** Identify when and how to use assessment tools for both talent selection, talent development and team formation purposes.
- F.** Orchestrate a 360-degree feedback process and deliver positive and constructive feedback to ultimately improve individual and team performance.



TARGET AUDIENCE

- HR Managers
- Talent acquisition heads
- Talent managers
- L&D Principals, L&D Heads
- Training specialists, Freelancers, E-learning Specialist
- Operation Managers, DGM-Training & Development
- CFO, Corporate trainers, senior executive-training

BENEFITS

- Get hired easily.
- Prove your expertise in the field.
- Learn how to create an Individual Development Plan and Developmental Calendar.
- Learn the key aspects of good design and talent management.

PRE-REQUISITES

There is no recommended experience required for taking this course.



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COURSE OUTLINE



DAY ONE

Strategic Planning in an Agile transforming world

Introduction

Find your "Why?" - Simon Sinek

What is Strategy and How do we define it?

The 4 Growth strategies

What is Organisational Design and Development?

What drives Organisation Strategy? "Think like a Start-up"

Human Capital Management-the pillars of Organisational Culture and Agility

Pillars of Impactful Empowerment

Strategic Planning

Drivers and Inhibitors

Environmental Intelligence (macro environment)

Value Chain and Service Value Chain

Case Study - Identify your Strategic drivers and Inhibitors





COURSE OUTLINE

DAY TWO

SHIFTING STRATEGY FROM IDEAS TO OPERATIONAL IMPLEMENTATION

TRANSFORMATIONAL LEADERSHIP AND THE KEY PRINCIPLES OF MODERN LEADERS (STEVEN COVEY) AS AN EXAMPLE "7 HABITS"

ORGANISATIONAL CULTURE ANALYSIS AND INTERVENTIONS AGREEMENT AND COMMUNICATION OF STRATEGY

INTERPRETING STRATEGIES INTO FUNCTIONAL STRUCTURES

RECRUITMENT STRATEGIES AND TALENT ACQUISITION - THE "KEY" TO SUSTAINABLE HCM AND CAPACITY

FUNCTIONAL STRUCTURING THROUGH FUNCTIONAL, & JOB EVALUATION PROCESSES

MAKING AGILITY WORK IN THE JOB EVALUATION AND GRADING METHODOLOGIES

IDENTIFYING GRADING "BANDS" AND TECHNIQUES TO BENCHMARK THE JOB PROFILING PROCESSES

ACTIVITY - WHAT BENCHMARKS AND SYSTEMS / PROCESSES DO YOU USE, AND WHY



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COURSE OUTLINE

DAY THREE

TRANSFORMATIONAL ADAPTIVE GROWTH

UNDERSTANDING INTEGRATION AND CYCLICAL NATURE OF OD, TRANSFORMATION AND BUILDING AN EMBEDDED CULTURE

MOVING FROM STRATEGY TO OPERATIONS, TO FUNCTIONALITY TO PERFORMANCE DRIVEN HCM

ENSURING HCM IS STRATEGIC AND AGILE

TRUST AND LOYALTY - UNDERSTANDING THESE CRITICAL ELEMENTS OF CULTURE

EMBEDDING AN EMPOWERING CULTURE FOR CONTINUOUS IMPROVEMENT AND SUSTAINABLE TEAM DEVELOPMENT

ENSURING PERFORMANCE MANAGEMENT IS DRIVEN BY HUMAN CAPITAL ACTING ON THE INTERESTS OF CUSTOMERS, SHAREHOLDERS, AND STAKEHOLDERS ALIKE

TALENT MANAGEMENT, DEVELOPMENT AND SUCCESSION PLANNING STRATEGIES - PURPOSE VERSUS PLAN





This course is available as a public and in-house and is delivered as a LVT- Live Virtual Training



\$ 1500 PER PERSON

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