

Course No. 1387

Building a High-Performance Organization Training Course

**ORGANIZATIONAL DEVELOPMENT & CHANGE MANAGEMENT
BUSINESS, MANAGEMENT & LEADERSHIP**

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Building a High-Performance Organization Training Course is an advanced professional development program designed to equip leaders, managers, and professionals with the capabilities required to build organizations that consistently achieve strong, sustainable results. High organizational performance does not depend on individual effort or isolated initiatives. It requires an integrated system that connects strategy, leadership, people, culture, processes, performance management, and resources around clearly defined organizational priorities.

The course focuses on the core characteristics of high-performing organizations, including strategic alignment, effective leadership, performance accountability, employee engagement, high-performing teams, operational efficiency, organizational capability, collaboration, and continuous improvement. Participants will learn how to assess current organizational performance, identify structural and operational gaps, understand the factors affecting productivity and effectiveness, and develop practical initiatives that strengthen organizational capability.

A major focus of the program is the role of leadership in creating a culture that supports performance, accountability, learning, innovation, and employee ownership. Participants will explore how to align individual and team objectives with organizational priorities, strengthen collaboration across functions, develop employee capabilities, improve performance management, and create an environment where teams are empowered to contribute to organizational results.

Designed for government entities, ministries, public sector organizations, banks, financial institutions, oil and gas organizations, and large corporations, the Building a High-Performance Organization Training Course supports organizations seeking to improve productivity, operational effectiveness, leadership capability, employee performance, and strategic execution. It provides a structured approach for connecting organizational development initiatives with business priorities and measurable performance outcomes.

Through case studies, practical exercises, organizational assessments, management simulations, and implementation workshops, participants will develop practical approaches for building and sustaining high organizational performance. The course emphasizes workplace application, enabling participants to translate leadership and management concepts into practical initiatives that improve accountability, collaboration, capability, efficiency, and long-term organizational results.

Objectives

- Analyze the key characteristics and organizational factors that contribute to high and sustainable performance throughout the training program.
- Assess current organizational performance and identify priority leadership, cultural, operational, and capability gaps.
- Develop approaches for connecting strategic objectives with departmental priorities, employee goals, and performance expectations.
- Apply effective performance management practices that strengthen accountability, productivity, and results.
- Design initiatives for building high-performing teams based on trust, collaboration, capability, and shared accountability.
- Improve leadership practices that support a culture of performance, learning, innovation, and continuous improvement.
- Implement practical approaches for developing workforce capabilities in line with current and future organizational requirements.
- Evaluate organizational factors affecting productivity, operational efficiency, decision quality, and service delivery.
- Strengthen cross-functional collaboration and reduce duplication, conflicting priorities, and organizational silos.
- Align leadership, performance management, people development, and operational practices with organizational strategy.
- Develop appropriate performance measures for monitoring organizational effectiveness and evaluating improvement initiatives.
- Create an integrated action plan for building and sustaining a high-performance organization.

Who Should Attend

This course is designed for executives, senior managers, department heads, division leaders, operations managers, project managers, human resources managers, organizational development managers, quality and excellence leaders, and senior team leaders. It is particularly relevant for managers responsible for organizational performance, culture development, operational improvement, workforce capability, strategic execution, and institutional development.

The program is also highly suitable for professionals working in strategic planning, performance management, human resources, organizational development, operations, quality, project management, risk management, governance, compliance, and business improvement. It is especially valuable for professionals involved in designing or implementing organizational performance improvement initiatives, workforce development programs, operating improvements, or transformation programs.

The course provides significant value to executives and decision makers responsible for strengthening organizational capability, improving productivity, developing future leaders, increasing accountability, enhancing employee engagement, and creating stronger alignment between strategy and execution.

Learning Outcomes

- Identify the essential characteristics of high-performing organizations and their relationship to sustainable business results.
- Assess organizational performance by examining leadership, culture, people, processes, resources, and performance management practices.
- Identify organizational gaps that affect productivity, efficiency, service quality, and strategic execution.
- Align strategic objectives with departmental priorities, employee goals, and appropriate performance measures.
- Develop effective approaches for managing individual and team performance and strengthening accountability.
- Build high-performing teams based on trust, collaboration, shared ownership, and clear performance expectations.
- Strengthen employee engagement and empower employees to contribute to organizational improvement.
- Identify capability development priorities and connect them with current and future organizational needs.
- Improve cross-functional collaboration, information flow, coordination, and alignment of organizational priorities.
- Use performance measures to monitor organizational results, identify improvement opportunities, and support management decisions.

- Design practical initiatives that strengthen a performance-oriented culture and support continuous improvement.
- Develop a practical roadmap for building a high-performance organization and sustaining organizational results.

Course Outline

DAY 01

Foundations of High-Performance Organizations and Institutional Excellence

- Understanding high-performance organizations and their role in sustainable success
- Characteristics of high-performing organizational systems and leadership environments
- The relationship between strategy, leadership, people, processes, and organizational results
- Assessing organizational performance and identifying strengths and capability gaps

PRACTICAL APPLICATION OR DISCUSSION

Conducting an initial assessment of organizational readiness for high performance

DAY 02

Leadership, Organizational Culture, and Performance Environment

- The role of leadership in building a results-oriented organization
- Developing a culture that supports accountability, excellence, learning, and continuous improvement
- Strengthening trust, employee engagement, empowerment, and shared responsibility
- Identifying behaviors and organizational practices that limit high performance

PRACTICAL APPLICATION OR DISCUSSION

Assessing organizational culture and identifying practices that support a high-performance environment

DAY 03

Performance Management, Workforce Capability, and High-Performing Teams

- Aligning strategic objectives with departmental and employee performance goals
- Developing effective performance management and accountability practices
- Building high-performing teams and strengthening collaboration and commitment
- Developing employees and future leaders based on organizational capability requirements

PRACTICAL APPLICATION OR DISCUSSION

Designing an integrated performance and team development framework

DAY 04

Operational Excellence, Organizational Integration, and Continuous Improvement

- Improving business processes and strengthening operational efficiency
- Enhancing coordination and collaboration across departments and organizational units
- Improving decision-making, information flow, and organizational responsiveness
- Managing improvement initiatives and measuring their organizational impact

PRACTICAL APPLICATION OR DISCUSSION

Analyzing an operational challenge and designing an organizational improvement initiative

DAY 05

Building and Sustaining High Organizational Performance

- Identifying strategic priorities for building a high-performance organization
- Developing performance measures and monitoring organizational results
- Embedding successful practices and sustaining organizational improvements
- Building a culture that supports adaptability, innovation, learning, and continuous improvement

DAY 05 — CONTINUED

FINAL WORKSHOP, ACTION PLAN, OR IMPLEMENTATION EXERCISE

Developing a practical roadmap for building and sustaining a high-performance organization

Register or Request More Information

Course page: <https://quest-training.com/courses/building-a-high-performance-organization-training-course>

Website: <https://quest-training.com>

Email: info@quest-training.com

Phone: +905016771440