

Course No. 1721

Government Transformation Strategy Training Course

GOVERNMENT TRANSFORMATION & CHANGE MANAGEMENT
GOVERNMENT & PUBLIC SECTOR

DURATION

5 Days

DELIVERY

Classroom



Course Overview

The Government Transformation Strategy Training Course provides a strategic and practical framework for designing, developing, and executing transformation strategies across government entities, ministries, and public-sector organizations. The course focuses on enabling leaders and professionals to build clear, actionable transformation strategies aligned with national priorities, institutional objectives, organizational capabilities, and measurable outcomes.

Effective government transformation requires more than launching individual initiatives or adopting new technologies. It requires an integrated strategic vision that addresses operating models, processes, public services, organizational capabilities, governance, workforce, technology, and data. This course therefore focuses on connecting strategic direction with disciplined execution and institutional readiness.

The program covers the key stages of developing a government transformation strategy, beginning with current-state analysis and organizational capability assessment, followed by transformation vision, strategic objectives, transformation pillars, priorities, initiatives, and programs. It then progresses to transformation roadmaps, resource planning, governance, performance indicators, monitoring mechanisms, and continuous improvement.

Particular emphasis is placed on organizational readiness, change management, stakeholder alignment, transformation risks, capability gaps, dependencies, and initiative prioritization. Participants will learn how to establish clear accountability and decision-making mechanisms while ensuring that transformation programs remain aligned with strategic priorities and available resources.

Through case studies, practical exercises, strategic assessments, transformation pillar design, roadmap development, performance measurement, and executive workshops, participants will develop the capabilities required to formulate and execute an integrated Government Transformation Strategy that connects vision with implementation and supports sustainable improvements in government performance and public services.

Objectives

- Analyze the principles, dimensions, and strategic role of government transformation.
- Assess the current organizational position, capabilities, maturity, and readiness for transformation.
- Develop a clear transformation vision aligned with government and institutional priorities.
- Design strategic transformation pillars and objectives linked to targeted organizational outcomes.
- Evaluate and prioritize transformation initiatives based on impact, feasibility, resources, and dependencies.
- Develop an integrated transformation roadmap with defined phases, milestones, initiatives, and responsibilities.
- Design governance and accountability frameworks for effective transformation oversight and decision-making.
- Assess transformation risks, capability gaps, resource constraints, and implementation dependencies.
- Develop performance indicators to measure transformation progress and institutional outcomes.
- Apply change management principles to strengthen organizational readiness, adoption, and sustainable implementation.
- Align transformation initiatives, programs, budgets, and resources with strategic priorities.
- Establish review, evaluation, and continuous improvement mechanisms for the transformation strategy.

Who Should Attend

This training course is designed for executives, senior managers, strategy directors, transformation leaders, organizational development managers, program and project managers, strategic planning professionals, performance management specialists, and government excellence professionals.

It is particularly relevant to professionals working in ministries, government authorities, municipalities, public-sector organizations, strategy offices, transformation offices, and institutional development functions. The course is also suitable for professionals working in operations, digital services, human resources, governance, risk management, innovation, and organizational performance who contribute to government transformation programs.

The program will also benefit decision makers, department heads, transformation sponsors, and business unit leaders responsible for setting transformation direction, allocating resources, prioritizing initiatives, overseeing implementation, measuring results, and ensuring that transformation programs deliver sustainable institutional outcomes.

Learning Outcomes

- Analyze the current state of a government organization and identify transformation strengths, gaps, challenges, and opportunities.
- Assess organizational maturity and readiness for government transformation.
- Formulate a clear transformation vision aligned with government priorities and institutional objectives.
- Define transformation pillars, strategic objectives, and targeted outcomes.
- Identify and prioritize transformation initiatives according to strategic impact, importance, feasibility, and available resources.
- Develop a structured transformation roadmap covering initiatives, phases, milestones, dependencies, and responsibilities.
- Design an effective transformation governance framework with clear authorities, roles, and accountability mechanisms.
- Identify implementation risks, capability gaps, resource constraints, and transformation dependencies.
- Develop Key Performance Indicators for monitoring transformation implementation and measuring outcomes.
- Align transformation programs, initiatives, budgets, and resources with strategic priorities.
- Establish mechanisms for transformation monitoring, strategic reviews, and corrective action.
- Apply continuous improvement approaches to strengthen and sustain the transformation strategy.

Course Outline

DAY 01

Government Transformation Foundations & Current-State Assessment

- Government transformation concepts and strategic dimensions
- Drivers of government transformation and emerging institutional challenges
- Relationship between institutional strategy and transformation strategy
- Current-state analysis and internal and external environmental assessment
- Organizational capability, maturity, and transformation readiness assessment
- Identifying transformation gaps, challenges, and strategic opportunities

PRACTICAL APPLICATION

Conduct a strategic current-state assessment and identify priority transformation areas

DAY 02

Transformation Vision, Strategic Objectives & Priority Pillars

- Developing a clear government transformation vision
- Defining strategic objectives and targeted transformation outcomes
- Designing strategic transformation pillars
- Connecting transformation with public services, processes, and operating models
- Identifying strategic transformation initiatives and programs
- Prioritizing initiatives based on impact, feasibility, resources, and strategic importance

PRACTICAL APPLICATION

Develop a transformation vision, strategic pillars, and objectives for a government organization

DAY 03

Transformation Roadmap & Strategic Execution

- Designing an integrated government transformation roadmap
- Defining implementation phases and key milestones
- Mapping initiatives, dependencies, responsibilities, and resources
- Sequencing transformation programs and managing the transformation portfolio
- Aligning budgets and organizational resources with strategic priorities
- Managing transformation risks, issues, constraints, and implementation barriers

PRACTICAL APPLICATION

Develop an integrated roadmap for executing a Government Transformation Strategy

DAY 04

Transformation Governance, Change Management & Performance

- Designing transformation governance models
- Roles, responsibilities, authorities, and decision-making mechanisms
- Organizational change management and transformation readiness
- Stakeholder engagement and strategic transformation communication
- Managing transformation risks and capability gaps
- Designing transformation KPIs and performance dashboards

PRACTICAL APPLICATION

Develop a governance and performance management framework for a transformation strategy

DAY 05

Strategic Transformation Leadership & Sustainability

- Executive leadership for government transformation
- Monitoring strategy implementation and conducting strategic reviews
- Evaluating transformation outcomes and institutional impact

DAY 05 — CONTINUED

- Managing strategic deviations and developing corrective actions
- Continuous improvement and updating transformation priorities
- Building organizational capabilities and sustaining transformation

FINAL WORKSHOP

Develop an integrated Government Transformation Strategy covering current-state assessment, organizational readiness, transformation vision, strategic objectives and pillars, initiatives, prioritization, roadmap, resources, governance, change management, risks, performance indicators, monitoring, strategic review, and continuous improvement.

Register or Request More Information

Course page: <https://quest-training.com/courses/government-transformation-strategy-training-course>

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