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LEADERSHIP AND MANAGEMENT | LM-036

Capacity Building and Effective Organizational Development

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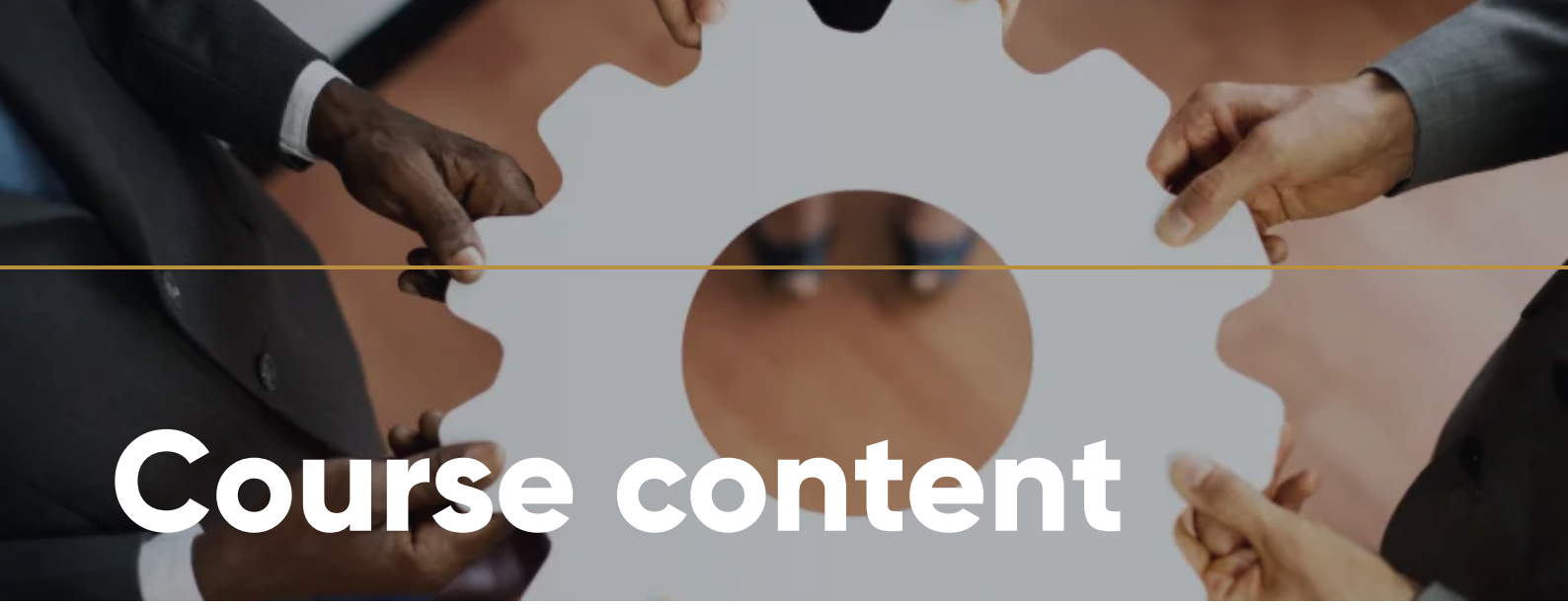


Course content

Why Attend

Why Attend 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.

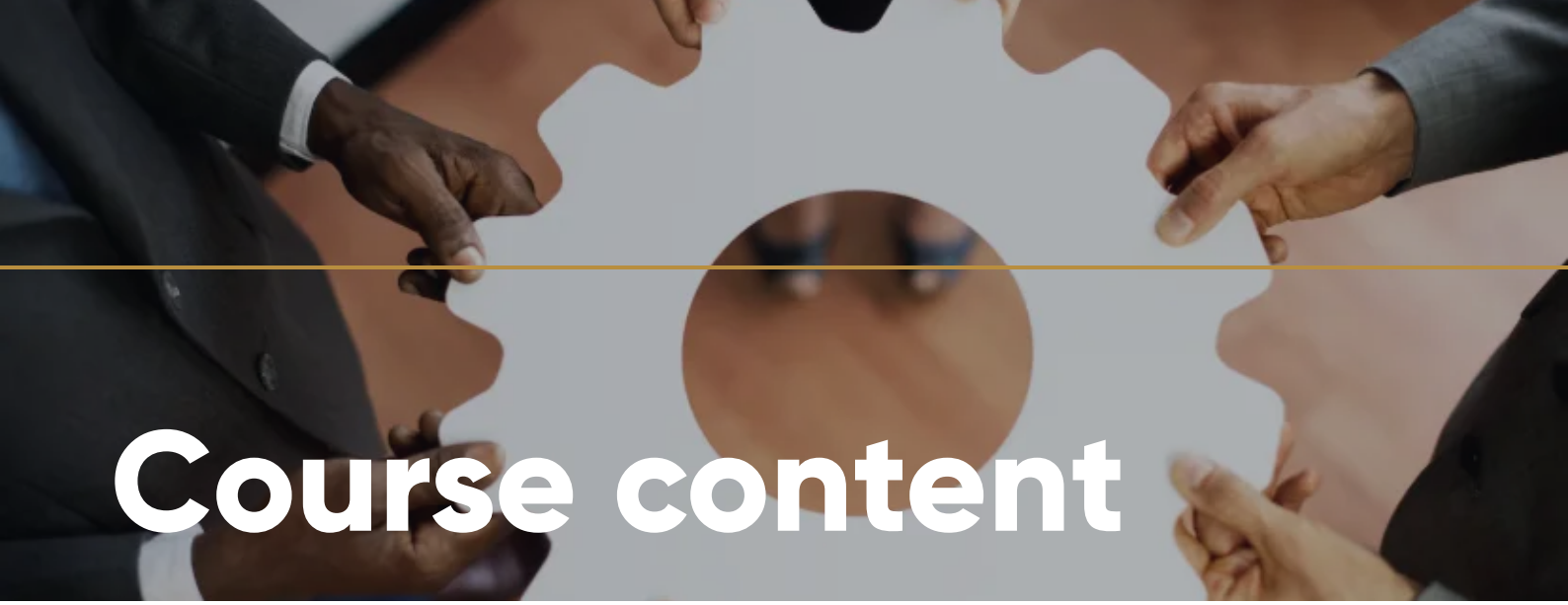
Course Methodology The course combines interactive presentations, case studies, group discussions, practical exercises, organizational assessments, collaborative workshops, and real-world capacity-building scenarios to encourage active participation and application.

Course Objectives By the end of this course, participants will be able to:

- 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

Target Audience

- 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 strengthening and change management



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Target Competencies

- Capacity-building design and implementation
- Organizational development
- Stakeholder engagement
- Strategic planning
- Change management
- Partnership development
- Monitoring and evaluation
- Leadership and facilitation

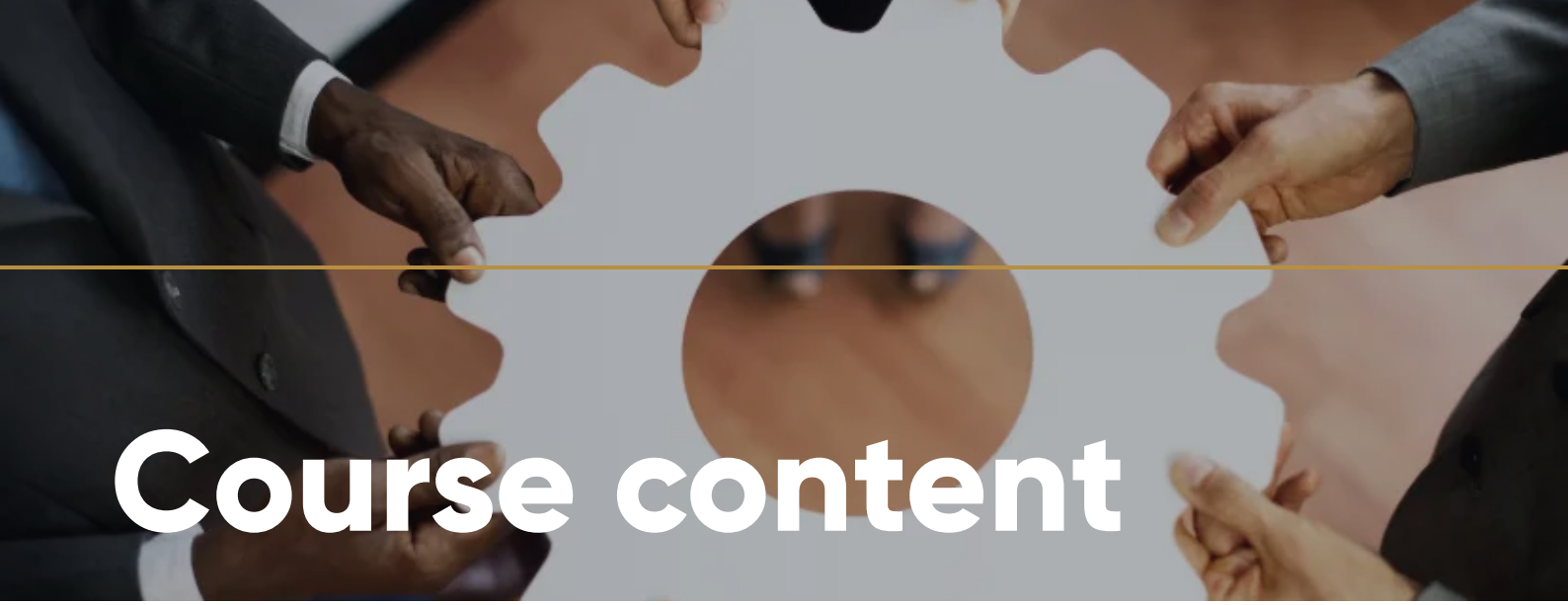
Course outline

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



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Course outline

• 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

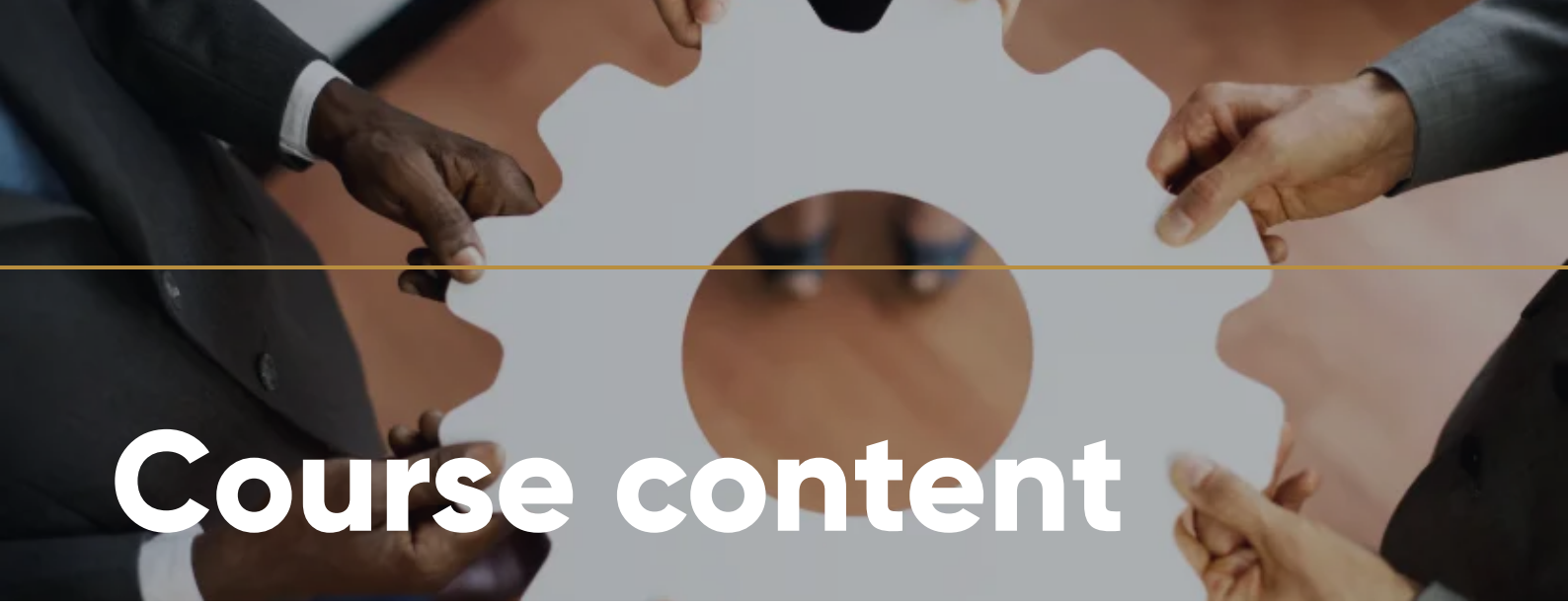
• Measuring progress and identifying performance gaps

• 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



Course content

Course outline

- Developing a personal and organizational action plan for future implementation

Seminar dates

Available seminar dates

Live dates and pricing for Capacity Building and Effective Organizational Development generated from the course details page.

Date	Location	Format	Fee
9 - 13 November 2026	Frankfurt - Germany	Classroom	**€2,600.-**
16 - 20 November 2026	Kuala lumpur - Malaysia	Classroom	**€2,040.-**
7 - 11 December 2026	Amsterdam - Netherlands	Classroom	**€3,400.-**
14 - 18 December 2026	London - U.K	Classroom	**€3,360.-**
21 - 25 December 2026	Kuala lumpur - Malaysia	Classroom	**€1,800.-**
4 - 8 January 2027	Kuala lumpur - Malaysia	Classroom	**€2,040.-**
1 - 5 February 2027	Istanbul - Turkey	Classroom	**€2,560.-**
1 - 5 March 2027	London - U.K	Classroom	**€3,360.-**
5 - 9 April 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
3 - 7 May 2027	Frankfurt - Germany	Classroom	**€2,600.-**
7 - 11 June 2027	Istanbul - Turkey	Classroom	**€2,560.-**
5 - 9 July 2027	Munich - Germany	Classroom	**€3,400.-**
2 - 6 August 2027	Barcelona - Spain	Classroom	**€3,080.-**
6 - 10 September 2027	Frankfurt - Germany	Classroom	**€2,600.-**
4 - 8 October 2027	Kuala lumpur - Malaysia	Classroom	**€2,040.-**
1 - 5 November 2027	Amsterdam - Netherlands	Classroom	**€3,400.-**
6 - 10 December 2027	London - U.K	Classroom	**€3,360.-**