

**ORGANIZATIONAL
EFFECTIVENESS:
STRATEGIC DEVELOPMENT,
ORGANIZATION DESIGN &
PERFORMANCE
MANAGEMENT**



GENTEX[®]
TRAINING CENTER



Introduction

Organizational Effectiveness: Strategic Development, Organization Design & Performance Management Training Course equips leaders and managers with practical tools to build stronger, more agile organizations. Organizations face constant pressure to adapt structures, align strategy, and measure results effectively. This course explores how strategic development, organization design, and performance management work together to drive sustainable growth. Participants examine real frameworks such as the McKinsey 7S Model, balanced scorecards, and RACI matrices to diagnose organizational gaps and design solutions that fit business goals. Through structured sessions, attendees gain a clear methodology for assessing current structures, redesigning workflows, and embedding performance metrics that support long-term success. Gentex Training Center delivers this program with a strong focus on practical application and measurable outcomes.

Organizational Effectiveness Course Objectives

- Analyze organizational structures using diagnostic tools such as the McKinsey 7S Model
- Apply strategic planning frameworks including SWOT and PESTEL analysis to align structure with strategy
- Design organization charts that support agility, accountability, and clear reporting lines
- Build RACI matrices to clarify roles, responsibilities, and decision rights
- Develop balanced scorecards to track strategic and operational performance
- Identify structural barriers that slow decision-making and limit growth
- Create performance management systems linked to organizational objectives
- Use job analysis and competency frameworks to support workforce planning
- Evaluate span of control and reporting relationships for optimal efficiency
- Implement change management practices to support organization redesign



Course Methodology

- Interactive lectures explaining organization design models and performance frameworks
- Case studies analyzing real restructuring and performance improvement projects
- Group workshops to practice building RACI matrices and balanced scorecards
- Diagnostic exercises using the McKinsey 7S Model and SWOT analysis
- Practical templates for organization charts and performance dashboards
- Open discussions and peer feedback on redesign proposals

Who Should Take This Course

- HR and organizational development professionals
- Department heads and line managers
- Strategy and planning officers
- Business transformation and change management leads
- Operations managers overseeing organizational structure
- Executives responsible for performance management systems

Organizational Effectiveness Course Outlines

Day 1: Foundations of Organizational Effectiveness

- Define organizational effectiveness and its core components
- Examine the McKinsey 7S Model for diagnosing organizations
- Review common structural challenges in modern organizations
- Introduce strategic alignment between structure and strategy
- Analyze case examples of effective versus ineffective structures

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- Discuss the role of leadership in driving organizational change
- Set goals for the course redesign project

Day 2: Strategic Development and Alignment

- Apply SWOT and PESTEL analysis to strategic planning
- Translate strategic goals into structural requirements
- Build strategy maps linking objectives to outcomes
- Identify capability gaps affecting strategy execution
- Align resources and processes with strategic priorities
- Explore scenario planning for future organizational needs

Day 3: Organization Design Principles

- Compare functional, matrix, and divisional structures
- Design organization charts using span of control principles
- Build RACI matrices for roles and decision rights
- Evaluate centralization versus decentralization models
- Address reporting line and communication flow issues
- Apply job analysis techniques to structure design
- Test structural options against strategic goals

Day 4: Performance Management Systems

- Develop balanced scorecards for tracking performance
- Set SMART key performance indicators for teams
- Link individual performance goals to organizational objectives
- Design performance review processes and feedback cycles



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- Use dashboards to monitor structural and performance data
- Address common pitfalls in performance measurement

Day 5: Implementation and Change Management

- Apply change management models to support redesign
- Build an implementation roadmap for structural changes
- Communicate organizational changes to stakeholders effectively
- Monitor and adjust structures after implementation
- Sustain performance management systems over time
- Present final organization design and performance plan

Conclusion

By successfully completing Organizational Effectiveness: Strategic Development, Organization Design & Performance Management, participants will gain practical skills in diagnosing structures, aligning strategy, and building performance systems that support long-term growth. Attendees will have acquired hands-on experience with tools such as the McKinsey 7S Model, RACI matrices, and balanced scorecards, enabling them to redesign organizations with confidence. This Training Course, delivered by Gentex Training Center, prepares participants to lead structural change and drive measurable performance improvement within their organizations.

FAQs





Q1 What is the "Organizational Effectiveness: Strategic Development, Organization Design & Performance Management" course about?

This course explains how organizations align strategy, structure, and performance to achieve sustainable results. Participants learn practical methods for diagnosing organizational gaps, redesigning structures, and building performance management systems that support long-term business goals.

Q2 What are the key benefits of this course?

Participants gain the ability to diagnose structural weaknesses, align organizational design with strategy, and build performance systems that improve accountability. These benefits help organizations become more agile, efficient, and better equipped to achieve strategic objectives.

Q3 What skills will I gain from this course?

Attendees develop skills in organizational diagnosis, strategic alignment, organization design, and performance measurement. These skills allow professionals to redesign structures effectively and implement performance systems that drive measurable improvement across teams and departments.

Q4 What tools, methods, or standards are covered in this course?

The course covers tools such as the McKinsey 7S Model, SWOT and PESTEL analysis, RACI matrices, balanced scorecards, and job analysis frameworks. These methods provide a structured approach to diagnosing, designing, and managing organizational performance.



Q5 How is this course applied in real-world practice?

Participants apply course concepts by redesigning organizational structures, building performance dashboards, and creating implementation roadmaps. These practical applications help managers align teams, clarify roles, and strengthen performance management within their own organizations.