

Promoting Institutional & Organizational Development Course

Special Workshops
Accra (Ghana)
25 - 29 Aug 2025

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Promoting Institutional & Organizational Development Course

Ref: 321455_140166 **Date:** 25 - 29 Aug 2025 **Location:** Accra (Ghana) **Fees:** 3300 **Euro**

Course Description

This intensive 5-day course equips participants with the knowledge and skills to drive institutional and organizational development. Participants will learn key strategies for managing change, fostering innovation, and promoting sustainable growth within their organizations. The course combines theoretical frameworks with practical applications to ensure a comprehensive learning experience.

Learning Objectives

- Understand the principles of institutional and organizational development
- Develop strategies for effective change management
- Learn techniques to foster innovation and creativity within organizations
- Acquire skills to promote sustainable growth and development
- Gain practical tools for implementing organizational improvements

Course Modules

Day 1: Foundations of Institutional & Organizational Development

- Introduction to organizational development theories
- Understanding organizational culture and its impact
- Assessing organizational readiness for change
- Identifying key drivers of institutional growth

Day 2: Change Management Strategies

- Models of organizational change
- Overcoming resistance to change
- Communicating change effectively
- Developing change management plans

Day 3: Fostering Innovation and Creativity

- Creating an innovation-friendly culture
- Techniques for stimulating creative thinking
- Managing the innovation process
- Measuring and rewarding innovation

A graphic of a chessboard with several chess pieces (king, queen, rook, knight, and pawns) in gold and silver. The pieces are arranged on a checkered board with concentric circles in the background.

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Day 4: Sustainable Growth and Development

- Principles of sustainable organizational growth
- Balancing short-term and long-term objectives
- Developing resilient organizational structures
- Strategies for continuous improvement

Day 5: Implementing Organizational Improvements

- Tools for organizational diagnosis and assessment
- Designing effective interventions
- Monitoring and evaluating organizational changes
- Creating action plans for ongoing development

Practical Wins for Participants

- Develop a customized change management plan for their organization
- Create an innovation strategy to foster creativity and growth
- Design a sustainable development roadmap for long-term success
- Acquire a toolkit of practical organizational development techniques

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