COURSE SYLLABUS

Achieving Organization-Wide Results Course

Innovate strategies to drive enterprise-wide performance improvement and mission delivery across federal organizations.

> Group classes (Live Online) and onsite training are available for this course. For more information, email onsite@graduateschool.edu or visit: https://sdfm.graduateschool.edu/courses/achieving-organizationwide-results



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Course Outline

Module 1: Understanding the "Big Picture"

- Develop a strategic plan.
- Explain how to update and improve an existing plan.
- Apply techniques for gaining employee buy-in to a strategic plan.

Module 2: Aligning Organizational Unit Goals to the Strategic Plan

- Explain how unit goals support agency-wide strategic priorities.
- Identify key steps to ensure alignment and accountability.
- Apply alignment techniques to your own units.
- Evaluate alignment challenges using a case study.

Module 3: Establishing Metrics and Communicating the Plan

- Establish metrics and monitoring and reporting of progress.
- Communicate leader and employee responsibility for goals at all levels.
- Communicate with stakeholders.

Module 4: Conducting Performance Reviews

- Identify key elements of an effective performance review conversation.
- Apply feedback models suited for senior-level performance discussions.
- Connect performance evaluations to organizational and strategic outcomes.

Module 5: Analyzing Progress and Making Adjustments

Employ strategies to use annual performance reports to improve and adapt your organization.