

Achieving Organization-Wide Results Course

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

Group classes in Live Online and onsite training is 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: Foundations of Organizational Change

- Define organizational change and its significance in public institutions
- Distinguish between adaptive and transformational change
- Explore common drivers and barriers to change
- Understand the role of leadership in initiating change

Module 2: Change Models and Frameworks

- Review major organizational change models (e.g., Kotter, Lewin, ADKAR)
- Apply models to public sector change scenarios
- Analyze organizational readiness and change capacity
- Select appropriate frameworks based on context

Module 3: Communication and Stakeholder Engagement

- Identify key stakeholders and communication strategies
- Build trust and support through transparent messaging
- Navigate resistance and support buy-in
- Use feedback loops and communication channels effectively

Module 4: Implementing and Sustaining Change

- Translate change plans into operational actions
- Align change initiatives with strategic goals and performance metrics
- Monitor progress and adjust based on feedback
- Ensure long-term sustainability through reinforcement mechanisms

Module 5: Leading Change in Public Sector Contexts

- Recognize the challenges of bureaucratic and political environments

- Incorporate ethics and public accountability into change leadership
- Develop strategies for inclusive and equitable change
- Apply lessons learned to agency-specific transformation efforts