

# Enhancing 21st-Century Public Sector Performance

Developing Essential Skills for The Most Up-To-Date Public Sector Management Methods

## Introduction

This training course, "Enhancing 21st-Century Public Sector Performance," is especially designed for public sector employees who wish to enhance their performance while staying within the bounds of labour laws and government control. This hands-on Course N Carry training session will examine various options and provide you with fresh methods and resources to help your company generate quantifiable added value.

The main procedures that might impact public sector organizations—such as competency, performance, employee attendance, performance appraisal, and enhancing organizational capability—will be covered in this very hands-on training program. This cutting-edge training will also include new methods for motivating employees.

**The following will be covered in this Course N Carry Enhancing 21st-Century Public Sector Performance training course:**

- How to get the most out of your job while adhering to government and labour laws
- Enhancing an organization's strength and capability by using a competence-based approach
- A fresh perspective on effectiveness enhancement and performance management
- How to enhance and highlight the importance of obtaining employee commitment
- Making the most of current procedures to support sustained motivation

## Objectives

**After completing this Course N Carry training course, you will have the ability to:**

- Possess the ability to instruct people on how to greatly increase the investment you've made in skills.
- Examine and illustrate ways to enhance performance in the public sector.
- Take initiative and show how enhancing dependability would increase value financially.
- Recognize any current performance assessment system, be able to make major improvements to it, and be able to convince management of its advantages.

- Discover methods for inspiring employees, particularly in the public sector.

## Training Methodology

Case studies, relevant DVD clips for illustration, and interactive learning techniques are all included in this training course on Enhancing 21st-Century Public Sector Performance. To enhance your learning experience, a variety of supplementary materials and group activities will be provided. Every attendee will have a whole set of materials on a Samsung tablet, which includes all of the utilized slides.

## Organizational impacts

**Following completion of this training program on Enhancing 21st-Century Public Sector Performance, participants will be able to:**

- Gain a better understanding of the worldwide changes occurring in the private sector.
- Adopt a unified strategy to enhance current procedures and provide value.
- Be able to energise staff by utilising some innovative motivational techniques
- Attendees will provide organizations with a quantifiable financial advantage.
- To effectively put company goals into action and achieve excellent outcomes, use a novel strategy.
- Be able to innovate new methods and procedures that will benefit the company.

## Personal Impact

**Those in charge will be able to:**

- Boost your present level of expertise
- Show others innovative techniques that will help individuals working in the public sector.
- Develop and use fresh approaches to inspire others.
- Be a highly valuable worker in the event that the company needs to change.
- have access to the added value computation, which is reserved especially for the public sector.
- Increase your proficiency in the three essential domains of competence, performance, and dependability.

## Who should attend?

This Course N Carry training course is very appealing and appropriate for any Public Sector employee seeking to improve processes. And for those who wish to demonstrate the value that the public sector can produce.

**A wide range of professions can benefit from this program on Improving Public Sector Performance in the 21st Century, but the following will be especially apparent:**

- Heads of Departments
- Supervisors and Managers
- HR Staff
- Experts in Organizational Development
- Those enrolled in programs for management development

## **Course Outline**

### **Day 1**

#### **The Function, History, and Future of Public Sector Organizations**

- Introductions and This Week's Program Goals
- What role does the public sector play?
- The Public Sector's Historical Context
- Current Situation and Future Purpose of Public Sector Organizations: Up-to-date Developments
- The Public Sector and Change: How Can We Predict When Change Is Necessary?
- Recognizing Change's Effects and Our Role in Them
- Transformation and the Distinctions Between the Public and Private Domains

### **Day 2**

#### **Increasing the Core Strength of Organizations in the Public Sector**

- Competencies' Place in the Organization
- How Competencies Operate and Are Assessed
- Methods to Make What You Already Have Much Better
- Using the Competency Approach in Hiring, Evaluation, and Training
- Creating Teams to Strengthen Their Core
- How to Use Succession Planning to Develop and Hold Onto Your Talented Staff
- Methods for Keeping Talented Individuals

### **Day 3**

#### **Do Public Sector Performance Improvements Need to Be Implemented?**

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- Performance: What Is It?
- Is it possible to receive performance enhancements for free?
- Enhancing Performance Goals
- How can one increase commitment? - New Method/New Outcomes
- Whose responsibility is performance measurement?
- Should compensation be based on performance?

## Day 4

### **Making the Most of Your Strengths with Reliability and Differentiation: The Past of Differentiation**

- Why would the public sector want to use this as a tool for motivation?
- Recognizing the Public Sector's Need for Reliability
- Case Study: The Price of an Untrustworthy Company
- Can Value Be Added by Reliability?
- How can we assist the managers?
- The Managers of Leaders to Come

## Day 5

### **Creating Change Within the Restraints We Already Have**

- The Most Recent Methods for Motivation
- Three Effective Motivational Techniques for Today
- How to Translate Ideas or Goals into Measurable Actions
- Two Current Procedures: How to Enhance Them and Get Actual Benefits
- Exposition of the Aforementioned
- Final Course Review: Following the Course, What to Do and How to Network