Training Course on Strategic Manager's Role in Capacity Building

Professional Development Training Course Outline

Category	Development	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

INTRODUCTION

Capacity building is at the heart of sustainable organizational development, and managers play a pivotal role in fostering an environment where skills, knowledge, and resources are effectively enhanced. In today's dynamic workplace, managers must not only lead but also mentor and empower teams to maximize individual and organizational potential. The *Training Course on Manager's Role in Capacity Building* is designed to equip managers with the strategies and tools necessary to drive capacity-building initiatives that create lasting impact.

This course delves into the critical responsibilities of managers in identifying skill gaps, developing tailored capacity-building plans, and creating supportive structures for continuous improvement. Participants will learn how to align capacity-building efforts with organizational goals, ensuring that both employees and the organization achieve their full potential.

Programme Curriculum

Training Course on Strategic Manager's Role in Capacity Building

Introduction

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By integrating theoretical frameworks with practical applications, this training highlights the importance of leadership, communication, and collaboration in building capacities that are adaptable to changing business environments. Through interactive sessions and real-world case studies, managers will gain the confidence to initiate, implement, and sustain capacity-building efforts effectively

Course Duration

5 Days

Course Objectives

1. Understand the concept and importance of capacity building in organizations.
2. Identify the key roles and responsibilities of managers in capacity-building efforts.
3. Learn to assess individual and team capacity needs effectively.
4. Develop strategic capacity-building plans aligned with organizational goals.
5. Master communication and mentorship techniques to support team growth.
6. Explore tools for monitoring and evaluating capacity-building initiatives.
7. Build a culture of continuous learning and development.
8. Address challenges and barriers to effective capacity building.
9. Gain insights from global best practices and case studies.
10. Foster collaboration and innovation through enhanced managerial leadership.

Organizational Benefits

1. Enhanced workforce skills and competencies to meet organizational goals.
2. Increased employee engagement and motivation through targeted development efforts.
3. Improved organizational adaptability to changing environments.
4. Strengthened leadership capacity at all levels of the organization.
5. Greater alignment of employee capabilities with strategic priorities.
6. Improved team performance and productivity.
7. Enhanced succession planning through capacity-building frameworks.
8. Reduction in skill gaps and operational inefficiencies.
9. Increased organizational resilience and innovation.
10. Better retention rates due to a culture of growth and empowerment.

Target Participants

- Mid-level and senior managers.
- Team leaders and supervisors.
- Human resource professionals involved in learning and development.
- Organizational development specialists.
- Department heads across various sectors.
- Professionals looking to enhance their leadership and mentoring skills.

Course Outline

Module 1: Introduction to Capacity Building

1. Defining capacity building and its organizational relevance.
2. Key components of effective capacity-building programs.
3. The manager's role in fostering capacity development.
4. Case study: Capacity-building success in a multinational company.
5. Workshop: Identifying capacity needs in your team.

Module 2: Assessing Capacity Needs

1. Tools and methods for capacity assessment.
2. Understanding individual vs. team capacity needs.
3. Aligning capacity-building goals with organizational objectives.
4. Case study: Conducting a skills gap analysis in the public sector.
5. Activity: Developing a capacity assessment framework for your organization.

Module 3: Strategic Planning for Capacity Building

1. Crafting actionable capacity-building plans.
2. Setting SMART goals for capacity development.
3. Budgeting and resource allocation for capacity-building programs.
4. Case study: Strategic capacity planning in an NGO.
5. Group discussion: Challenges in capacity-building planning and solutions.

Module 4: Implementing Capacity-Building Initiatives

1. Choosing the right training and development methods.
2. Leveraging technology for capacity building.
3. Creating a supportive environment for learning.
4. Case study: Successful implementation of a leadership development program.
5. Role-play: Simulating capacity-building initiative rollout.

Module 5: Monitoring and Evaluating Capacity-Building Efforts

1. Tools for tracking progress and measuring impact.
2. Continuous feedback mechanisms for improvement.
3. Reporting capacity-building outcomes to stakeholders.
4. Case study: Evaluation of a capacity-building project in healthcare.
5. Workshop: Designing a monitoring and evaluation framework.

Module 6: Sustaining Capacity-Building Efforts

1. Building a culture of continuous learning and improvement.
2. Strategies for scaling capacity-building programs.
3. Empowering employees to take ownership of their development.
4. Case study: Long-term impact of capacity building in the education sector.
5. Group brainstorming: Ideas for sustaining capacity-building momentum.

Training Methodology

The instructor led trainings are delivered using a blended learning approach and comprises of presentations, guided sessions of practical exercise, web-based tutorials and group work. Our facilitators are seasoned industry experts with years of experience, working as professional and trainers in these fields.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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