

LEAD!

THE PUBLIC SECTOR EXECUTIVE TRAINING PROGRAMMES

A one week, hands-on, structured courses
designed to help public sector organization
leaders perform optimally.



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About Us

RedBERYLManagement Consulting Limited RC 1345342 is a Management Consulting firm registered and set up to bridge the Capacity (Skills, Knowledge and Attitudinal) gaps primarily in the Public Sector Organizations and Micro, Small and Medium Scale Enterprises (MSMEs) while not leaving out the Non-Governmental and Quasi Government Organization. We do this by providing matchless Training, Research, Advisory and Smart Support Services that work today and deliver into tomorrow.

RedBERYL Consulting is established as a RESULTS-oriented organization we fulfill our mission on the foundation of our peerless cooperate culture of **Reliability; Excellence; Innovative Solutions; Uncompromising competence; Life-Long Learning** and **Team Work**. Our culture also espouses Integrity, honesty, Quality, inclusive participation, professionalism and accountability.

Contact Us

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We Believe that...

"There is nothing training cannot do.
Nothing is above its reach.
It can turn bad morals to good.
It can destroy bad principles and
recreate good ones.
It can lift men to performing excellence."

Mark Twain

Managing Public Sector Performance.

An effective performance management system engages and supports all employees to maximize their potential and achieve their career goals. It is a valuable process which provides employees with greater role clarity by aligning individual performance with key organizational goals and strategic objectives to facilitate ongoing employee, agency and public sector improvement. Despite a commitment to developing systems that should support effective performance management for Public Sector, the sector faces challenges in implementing and engaging employees in the process. The majority of all agencies have a policy that addresses how and when performance management is to be conducted and to whom it applies.

All Ministries, Departments and Agencies have performance management systems that address many of the elements deemed necessary for effective performance management and systems are supported by procedures and guidelines that are generally fit for purpose. This should result in high levels of engagement, yet participation rates remain consistently low. It is not sufficient only to produce policies and procedures. A sustained effort is required to ensure that policies are applied consistently, that managers have the skills necessary to effectively engage in the process and that participation is tracked, monitored and reported to corporate executive teams.

General Objective

This course will empower participants with a complete understanding of performance management and appropriate performance management systems. In this course, participants will learn measure and improve the performance of their departments, units and organizations using quality improvement tools.

Specific Objectives

By the end of this Performance Measurement in Public Sector Training Course , participants will be able to:

- Discuss and review insights of Public sector governance issues and how they are translated into policies for implementation;
- Establish and implement outcome based budgeting framework for improved service delivery with limited resources;
- Discuss leadership role in nurturing and promoting innovation in public service management;
- Overcome resistance to performance measurement transparency and reporting requirements;
- Integrate performance management initiatives into other ongoing management improvement efforts;
- Utilize performance measures with proven techniques of evidence-based analysis, performance measurements, reporting and benchmarking
- Demonstrate Best Practices in Addressing and resolving Work-performance related Problems

Course Content

The following are the broad topics to be delivered during the training:

- Assessing the Starting Point: The Public Sector Performance Management Maturity Scale.
- Defining the Scope of the Performance Management Initiative.
- Performance Management Strategy Development.
- Driving the Achievement of Performance Goals.
- Performance Sustainability Strategies and Management.
- Contemporary Best Practices in Public Sector Performance Management.

Target Audience

This Training Course, is ideal for Individuals who will lead or play a key execution role in performance improvement initiatives in their public sector organization especially Permanent Secretaries of Ministries, Directors and Assistant Directors of Departments, Heads of Agencies, etc.

Workshop Specifics

1st Run: August 22-26 , 2022 | **2nd Run:** September 12-16, 2022

Venue: Abuja, Nigeria

Duration: Five Days (5 working days)

Course Fee: N350, 000 (Three Hundred and Fifty Thousand Naira)

See what fee covers on the next page

Fee covers full Training Kit including:

- Pre-Assignment to assess the trainee expectations and Preparedness;
- Customized Workbook for each participant during Training;
- Customized Workshop Folder for each participant;
- Personalized Tshirt and Face Cap for participants;
- Two tea breaks and lunch;
- Activities, games, videos, and assessments with on-going trainer support;
- Personal action plan guided by the trainer;
- Quick reference post programme package summarizing the training programme;
- Post-programme trainee assessment and support;
- Training completion certificate

Methodology

This training program maximizes delegate participation through a combination of lectures, group discussion, practical exercises, roleplays case studies, video clips, and breakout sessions designed to reinforce new skills.

Contact Person

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We Believe that...

"Anyone who stops learning is old,
whether at twenty or eighty. Anyone
who keeps learning stays young. The
greatest thing in life is to keep your mind young

Henry Ford

Emotional Intelligence For Leadership and Management.

Without strong and effective relationships, today's fast-paced, team-based and global work environments can't function with peak efficiency. Maximum results will not be achieved. Emotional Intelligence (EI) competencies are at the heart of effective workplace relationships and productivity. Today we use EI as an integrated set of skills that underpin highly effective, fast-reacting and innovative organizations.

This 3-Day Executive training programme will emphasize the practical application of EI concepts rather than just focusing on theory. Through active participation, not only will participants will learn and practice the EI skills that are the core of achieving personal awareness, connecting with others, managing stress, engaging healthy conflict and collaboration, and exhibiting resilience and optimism, they will also learn to implement the five competencies of EI to enhance their relationships in work and life by increasing their understanding of social and emotional behaviours.

Through a mix of discussion and practical exercises, participants will develop awareness and practical strategies for being in touch with theirs and other's emotions.

Programme Outcomes

Upon completion of this training programme, participants will be able to:

- Expand their knowledge of emotional patterns in themselves and others;
- Master the act of responding rather than reacting;
- Increase their leadership effectiveness by creating an atmosphere that engages others;
- Recognize and consciously use emotional data that shapes professional behavioral responses;
- Identify and manage emotional behaviors that impact work-based relationships and situations;
- Integrate empathy to promote strong team player attributes and communication;
- Apply emotional insights to decipher and engender better self management within the organization;
- Implement emotionally intelligent insights to improve personal decision making and professional contributions.

Programme Contents

- Emotional Intelligence Models and the the E competencies of self-awareness, self-regulation, motivation, empathy, and interpersonal skill;
- Expanding Emotionally Intelligent Personal Awareness;
- Recognizing emotional igniters and applying emotionally intelligent regulation strategies;
- Building Emotionally Intelligent Stress Management Skills and Resilience;

Programme Outcomes

- Achieving Healthy Conflict and Collaboration through Emotional Intelligence;
- Applying EI in the workplace and the role of empathy and trust in relationships
- Synthesizing emotionally intelligent competencies to address complex EI challenges and opportunities

Target Audience

This Training Course, is ideal for ITarget Audience: This Training Course, is ideal for Project Coordinators and Administrators of National and State Donor Assisted Projects, Federal Head of Civil Service State Heads of Civil Service, CEOs, Directors, Chairmen and Managers in the Various Ministries, Department and Agencies of the Federal Republic of Nigeria, Executives and Supervisors in Public Sector Parastatals and Executives, Directors and Managers in Private Sector Organizations

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