DIGITAL GOVERNANCE IN PERFORMANCE MANAGEMENT TRAINING COURSE

Introduction

Digital governance has become a critical driver of organizational performance, enabling institutions to leverage technology, data, and digital platforms to improve planning, execution, monitoring, accountability, and service delivery. As organizations embrace digital transformation, performance management systems must evolve to integrate real-time data, automation, artificial intelligence (AI), cybersecurity, and data governance while maintaining transparency, ethical standards, and regulatory compliance. This five-day training course provides participants with the knowledge, skills, and practical tools required to design, implement, and govern digital performance management systems that support strategic objectives and organizational excellence. The course combines international best practices with practical case studies and hands-on exercises relevant to both public and private sector

Course Objectives

- Understand digital governance principles and frameworks.
- Integrate digital technologies into performance management systems.
- Develop digital performance measurement frameworks and KPIs.
- Utilize data analytics and dashboards for decision-making.
- Strengthen transparency, accountability, and governance.
- Apply AI and automation to performance management.
- Improve cybersecurity and data governance.
- Design digital performance monitoring systems.
- Lead organizational digital transformation initiatives.
- Develop action plans for digital governance implementation

Course Modules

> Module 1: Foundations of Digital Governance

- Evolution of digital governance
- Principles of good digital governance
- Digital transformation and organizational performance
- Governance models
- Digital public service delivery
- Digital economy and organizational competitiveness
- Global trends in digital governance
- Challenges of digital governance

> Module 2: Fundamentals of Performance Management

- Strategic performance management
- Performance management cycle
- Organizational performance frameworks
- Results-Based Management (RBM)
- Balanced Scorecard
- Performance contracting
- Monitoring and Evaluation (M&E)
- Strategic alignment

> Module 3: Digital Transformation in Performance Management

- Digital transformation strategy
- Enterprise Digital Architecture
- Cloud-based performance systems
- Enterprise Performance Management (EPM)
- Digital workflow automation
- Business Process Re-engineering (BPR)
- Digital maturity models
- Managing organizational change

> Module 4: Digital Governance Frameworks

- Governance structures
- Digital governance policies
- Digital leadership
- IT governance
- Decision-making structures
- Roles and responsibilities

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- Digital governance committees
- Institutional governance maturity

> Module 5: Data Governance and Digital Analytics

- Data governance principles
- Data quality management
- Master data management
- Data lifecycle management
- Data privacy
- Business Intelligence (BI)
- Performance dashboards
- Data visualization
- Predictive analytics
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> Module 6: Artificial Intelligence and Emerging Technologies

- Artificial Intelligence (AI)
- Machine Learning
- Robotic Process Automation (RPA)
- Internet of Things (IoT)
- Blockchain in governance
- Predictive performance management
- Intelligent reporting systems
- Generative AI applications

> Module 7: Digital Performance Measurement

- Designing Digital KPIs
- SMART indicators
- Performance scorecards
- Digital reporting
- Benchmarking
- Performance audits
- Continuous monitoring
- Real-time performance management

> Module 8: Cybersecurity, Ethics and Compliance

- Cybersecurity governance

- Information security
- Digital ethics
- Data protection
- Risk management
- Regulatory compliance
- Internal controls
- Ethical use of Artificial Intelligence

> Module 9: Leadership for Digital Performance

- Digital leadership competencies
- Leading digital teams
- Innovation management
- Change leadership
- Communication in digital environments
- Stakeholder engagement
- Organizational culture transformation
- Building agile organizations

> Module 10: Developing a Digital Governance Implementation Framework

- Institutional assessment
- Digital governance strategy
- Implementation roadmap
- Resource mobilization
- Change management strategy
- Risk assessment
- Monitoring framework
- Continuous improvement