

DRIVING ORGANISATIONAL PERFORMANCE AND WORKPLACE EFFECTIVENESS

Programme Details

Date: 23 – 24 September 2026

Venue: Best Western Premier Accra Airport Hotel

Fee: GHS 3,000.00 per participant

NB: Early bird and group registration discounts are available.



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PROGRAMME OVERVIEW

Organisational success depends on more than strategy—it requires leaders and teams who execute effectively, think strategically, collaborate well, demonstrate emotional intelligence, and remain accountable for results. Yet many organisations continue to face challenges such as low productivity, weak accountability, ineffective leadership, poor communication, and inconsistent performance.

L'AINE Academy's Driving Organisational Performance & Workplace Effectiveness programme equips leaders and professionals with practical strategies to strengthen leadership effectiveness, improve execution, enhance collaboration, build accountability, and foster a high-performance culture that delivers sustainable organisational results.

LEARNING OBJECTIVES

By the end of this programme, participants will be able to:

- Improve workplace productivity and operational efficiency.
- Align individual and team performance with organisational objectives.
- Foster a culture of accountability and ownership.
- Strengthen communication and collaboration across teams.
- Identify and address key barriers to organisational performance.
- Enhance employee engagement and team effectiveness.
- Apply practical tools to drive sustainable performance improvement.

WHO SHOULD ATTEND?

This programme is designed for leaders and professionals responsible for improving organisational performance, driving operational excellence, and enhancing team effectiveness, including:

- General Managers and Operations Managers
- Heads of Departments
- Branch Managers
- Human Resource Managers and Practitioners
- Learning & Development Professionals
- Team Leaders and Supervisors



KEY FOCUS AREAS

- Performance Leadership: Driving Execution and Ownership
- Building Accountability and Execution Excellence
- Creating High-Performance Team Cultures
- The Big Picture: Aligning Individual and Team Performance with Organisational Success
- Emotional Intelligence for High Performance
- Personal Effectiveness and Continuous Performance Improvement

LEARNING METHODOLOGY

- ✓ Facilitator-led presentations and interactive discussions
- ✓ Real-life case studies and workplace scenarios
- ✓ Group discussions and collaborative problem-solving
- ✓ Practical exercises and performance improvement planning
- ✓ Experience sharing and peer learning
- ✓ Question-and-answer sessions

EXPECTED ORGANISATIONAL IMPACT

Organisations that nominate participants for this programme can expect:

- Improved productivity and operational efficiency across teams.
- Stronger accountability, ownership, and execution of organisational priorities.
- Enhanced collaboration and communication across departments.
- More effective leadership and people management practices.
- Increased employee engagement and a stronger high-performance culture.
- Better alignment of individual and team performance with organisational goals.



RESOURCE PERSONS



James Laar

Managing Director, L'AINE HR

James Laar is a seasoned human resource and labour relations expert with over two decades of experience advising organisations on people strategy, organisational effectiveness, and performance management. As Managing Director of L'AINE HR, he oversees a broad portfolio of organisations, providing strategic leadership across outsourcing, change management, and workforce optimisation.

He holds an MBA in Finance from Coventry University (UK) and brings extensive expertise in change management, project management, and compliance. He is also a trained Social and Ethical Compliance Auditor with strong knowledge of international standards, including ISO 9001 and SEDEX. Passionate about organisational integrity and inclusive growth, he actively champions diversity and inclusion initiatives, with a focus on advancing opportunities for women in the workplace.



Clement Wiredu

Management Consultant and Human Capital Development Specialist

Clement Nana Wiredu is a Management Consultant, Leadership Facilitator, Author, and Organizational Development Specialist supporting public institutions, corporations, and executive leaders across Ghana and beyond. He specializes in leadership development, culture transformation, change management,

governance, and institutional performance improvement, and is recognized for his work on accountability systems, employee engagement, and organizational transformation within African institutions. He is currently finalizing three manuscripts:

- Leadership and Mindset in African Institutions
- Managing Change in Public Institutions: A Practical Guide for Leaders
- The Future of Training Needs Assessment and Strategic Workforce Capability Development

He is also developing the Managerial Excellence Framework (MEF – Wiredu Framework), currently being prepared for patent and IP registration in the United States and Ghana. Clement is associated with L'AINE Academy and L'AINE HR Services Ltd, contributing to executive learning, leadership development, and consulting.



Prince B. Kludjeson

Management Consultant & Entrepreneur

Prince B. Kludjeson is a seasoned management consultant and entrepreneur with extensive experience in business strategy, leadership development, and organisational growth. As Founder and Principal of Bestway Consult Limited, he has advised organisations on optimising business models, improving

performance, and unlocking value.

He has also coached and trained executives and entrepreneurs across industries, supporting them to strengthen leadership capability and drive high performance.

His work focuses on mindset transformation, strategic thinking, and empowering individuals and organisations to achieve sustainable growth.