



## e-Learning Course Announcement CD-UM 01 (May-June 2015)



GIZ Deutsche Gesellschaft für Internationale Zusammenarbeit, Germany in close cooperation with ACWUA (Arab Countries Water Utilities Association) and the WAVEplus program for Kenya, South Sudan, Uganda, Tanzania and Zambia offer an **interactive e-Learning course** for dynamic and result oriented individuals working as senior managers and supervisors in the water sector who feel the need to grow in the career and personal development.

# Capacity Development to Enhance Commercial & Technical Utility Management «Managing an Organization» (CD-UM 01)

## Unit 1 «Framework»

Study, Group work, Discussions and interactive Lectures covering these four lessons:  
Water Sector Framework | Organization Framework | Leadership & Commitment | Governance

## Unit 2 «Organization Development»

Study, Group work, Discussions and interactive Lectures covering these five lessons:  
Mission & Objectives | Strategic Analysis & Planning | Functions  
Organization Structure | Job Design

## Unit 3 «Result-Driven Organizations»

Study, Group work, Discussions and interactive Lectures covering these six lessons:  
Planning Ahead | Delegation | Motivation | Management by Results (MbR)  
Reporting & Analysis | Rewards for Achievement

## More Information & Application:

<http://acwua.margraf-learning.de> or  
<http://wave-water.net/learning>

**Applications (online only): 10 days, will be spread by e-mail**