CONCEPT

Strategy Cascading and KPI Alignment with Saudi Vision 2030 National Targets

5 – 9 September 2027
Jeddah - Corniche four-star



Strategy Cascading and KPI Alignment with Saudi Vision 2030 National Targets

Ref: 1274_16578 **Date:** 5 – 9 September 2027 **Location:** Jeddah - Corniche four-star **Fees:** 19500 SAR

Technical depth: Practitioner · **Practical mode:** Modelling build

Introduction

Government entities and their partners in Saudi Arabia are measured against Vision 2030 targets and the KPIs reported to Adaa, yet many departmental plans cannot show how their objectives contribute to those national results. Strategy documents are aligned on paper, while KPIs are duplicated, poorly defined or impossible to evidence. This Core Concept course gives managers the methods to cascade strategy from national targets down to departments and to build KPIs that stand up to review. Participants work on cases and leave with a Strategy Cascade and KPI Alignment Model for their own entity.

Course Objectives

- Map entity objectives to Vision 2030 objectives, Vision Realization Program targets and the KPIs that Adaa measures
- Cascade strategy vertically and horizontally using strategy maps, Hoshin Kanri catchball and OKRs
- Build KPI cards with formulas, data sources, baselines and target trajectories that withstand external review
- Distinguish outputs, outcomes and impact so that each department's contribution to national KPIs is credible
- Prevent target gaming and data weaknesses through validation rules, evidence files and review routines
- Produce a Strategy Cascade and KPI Alignment Model for the participant's entity

Target Audience

- Strategy and planning managers responsible for aligning their entity's strategy with Vision 2030
- Performance management and KPI unit managers who prepare reports for leadership and Adaa
- VRO and PMO managers linking initiatives to strategic objectives and targets
- Department managers accountable for cascaded objectives and KPI results
- Institutional excellence and quality managers who run performance reviews
- Managers in government-owned companies and private partners reporting against national targets

Course Outline

Day 1: The National Performance Landscape and the Alignment Baseline

- Vision 2030 Objectives Hierarchy and VRP Targets as the Top of the Cascade
- Adaa's Role in Measuring Government Entity KPIs and Reporting Progress
- Entity Strategy Alignment Gap Assessment Against Vision 2030 Level 3 Objectives
- Vertical and Horizontal Alignment Concepts in Strategy Cascading
- Current KPI Inventory Audit and Duplication Check

Day 2: Cascading Frameworks and Models

- Strategy Maps and the Balanced Scorecard Cascade
- Hoshin Kanri Catchball for Negotiating Departmental Targets
- Objectives and Key Results OKRs for Team-Level Alignment
- Results Chain Logic Model: Inputs, Activities, Outputs, Outcomes and Impact
- Contribution Versus Attribution: Lessons From the SDG Global Indicator Framework

Day 3: Building the Cascade and the KPI Set

- Objective-to-National-KPI Traceability Matrix Build
- KPI Card Design: Formula, Polarity, Frequency, Data Source and Owner
- Baseline Establishment and Target Trajectory Setting
- Leading and Lagging Indicator Pairing for Departments
- Linking Individual Performance Objectives to Cascaded KPIs

Day 4: Data Integrity, Gaming Risks and Optimisation

- KPI Data Validation Rules and Evidence Files for Adaa Reporting
- Target Gaming, Goodhart's Law and Perverse Incentive Controls
- KPI Rationalisation Using a Relevance and Controllability Screen
- Performance Review Routines and ISO 9004 Self-Assessment
- Dashboard Design With Status Thresholds and Variance Commentary

Day 5: Modelling Build and the KPI Alignment Model

- Municipal Services Case: Cascading National Targets to Departments
- Health Services Case: Repairing a Misaligned KPI Set
- Traceability Matrix and KPI Card Build for an Own Entity
- Strategy Cascade and KPI Alignment Model Completion With Target Trajectories
- Peer Review of Model Logic and Alignment Defence

Skills You Will Gain

- Strategic Alignment Analysis
- KPI Design
- Target Setting
- Logic Model Development
- Performance Data Validation
- Performance Dashboard Design
- Performance Review Facilitation

Why Attend This Course

- Return with a working Strategy Cascade and KPI Alignment Model for your entity, reviewed by peers
- Show leadership exactly which departmental results contribute to which Vision 2030 KPIs
- Enter Adaa reporting cycles with KPI definitions and evidence that stand up to scrutiny
- Compare cascading practice with managers from ministries, authorities, health, municipal and corporate entities

Conclusion

National targets are met only when every department can see how its own results contribute to them. This course moves from the Vision 2030 objectives hierarchy and Adaa's measurement role, through the principal cascading frameworks, to building KPI cards, setting targets and protecting data integrity. The final day turns that method into a Strategy Cascade and KPI Alignment Model that participants take back to their entity, giving them a traceable line of sight from daily work to Vision 2030 results.