



ORGANISATION DESIGN WORKSHOP

LEARN THE FUNDAMENTALS OF DESIGNING EFFECTIVE ORGANISATION STRUCTURES

Organisation design is a process that aligns the organisation's strategy, future direction and the way it wants to compete in the market with its internal design. An effective organisation design improves the organisation's effectiveness and enables the achievement of business objectives.

In this workshop, participants will learn how to design the different aspects of an organisational architecture and how to align them with a shared purpose, using international best-practice.



WHO SHOULD ATTEND

- ✓ Organisation Development Managers
- ✓ HR Managers and Senior Professionals

This workshop teaches participants an end-to-end process of macroorganisation design, together with its practical application in their organisational context.



THIS IS A 2-DAY PROGRAM THAT PROVIDES PARTICIPANTS WITH

- ✓ Knowledge of concepts and building blocks of organisation design.
- ✓ Practice of the real journey of the designer from the assessment of need for design to the final design implementation.

LEARNING APPROACH

During the learning journey, we use a number of techniques that challenge the learners' understanding, immerse them in real-life situations, and allow them to assimilate and internalise their learning.



WORKSHOP METHODOLOGY



Exchanging experience between learners and the trainer



Transfer of knowledge from the trainer



Case studies -Group exercise

SELF REFLECTION



Throughout the workshops, participants will be able to reflect on their understanding and embed their learning into their organisational practices.

1 SETTING THE SCENE

INTRODUCTION

Learners will

- ✓ Learn the organisationdesign concepts and where organisationdesign falls within the organisation'sdevelopment.
- ✓ Learn how to define the organisationalissues and confirm if they can be resolved by organisationredesign.
- ✓ Understand the organisationdesign rules.
- ✓ Identify resistance to change early on and identify ways of reducing it.

“ Organisations design rose to the top of the list as the most important trend in the Global Human Capital Trends survey for two years in a row.

”

2017 Deloitte Global Human Capital Trends

2 WORKSHOP DETAILS

ORGANISATION DESIGN BUILDING BLOCKS

STRATEGY & ORGANISATIONAL CAPABILITIES

- ✓ Understand the relationship between strategy and design. How the
- ✓ strategy determines the competitive advantage.
- ✓ Understand the concept of organisational capabilities and learn how to write reliable design criteria.

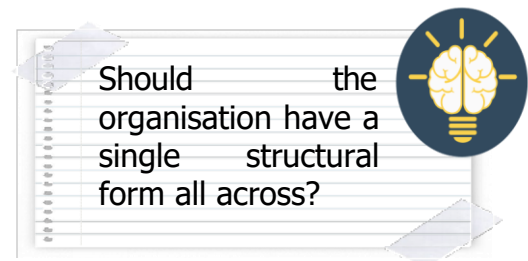
DAY
ONE

TYPES OF ORGANISATION STRUCTURE

- ✓ Understand the different types of structures, their advantages and limitations, and how to identify the best-fit design (functional, product, geographical, etc.).
- ✓ Understand the different types of organisation units and identify which types are suited to your intended design.
- ✓ Understand how disputes and conflicts can emerge in matrix organisations and learn the smart rules of Morieux's conflict resolution.
- ✓ Explore how the different types of units can contribute to or hinder a smooth workflow.

MANAGEMENT LAYERS & SPANS OF CONTROL

- ✓ Learn about layering and delayering.

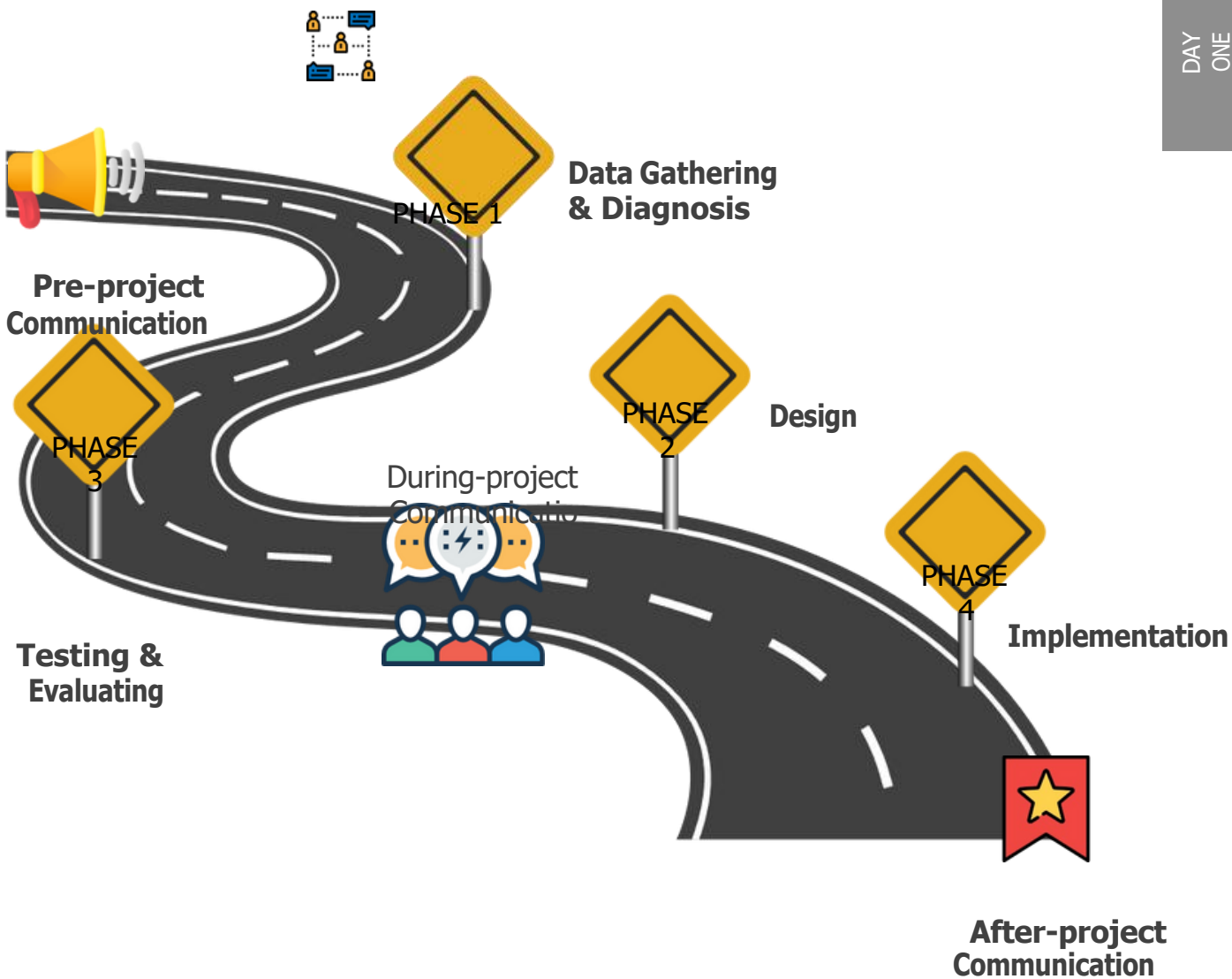


3 PRACTICAL GUIDE

STEP-BY-STEP GUIDE TO DESIGNING YOUR ORGANISATION

Apply all concepts learned in the previous phase and translate them into reality using tools and activities.

Pre-starting Phase



3 PRACTICAL GUIDE

STEP-BY-STEP GUIDE TO DESIGNING YOUR ORGANISATION

- ✔ Learn how to confirm your reasons and build your business case using compelling arguments for change.
- ✔ Determine project scope, urgency and align understanding among all stakeholders.
- ✔ Identify the stakeholders who can act as project sponsors and change enablers.

DAY
TWO

DATA GATHERING & DIAGNOSIS



- ✔ Discover exploration tools at the organisational and departmental levels.
- ✔ Learn how to diagnose issues and bridge the gap between elicited information and your design criteria.

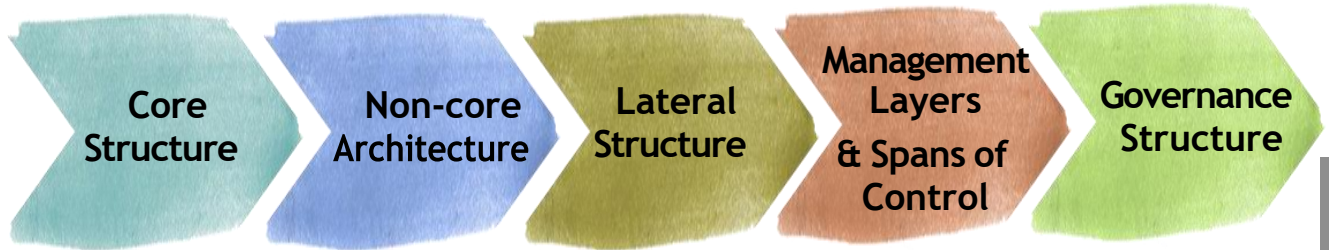


Collecting & synthesising information from a variety of stakeholders and sources in an objective, unbiased manner enables strategic and leadership decision-making.

3 PRACTICAL GUIDE

STEP-BY-STEP GUIDE TO DESIGNING YOUR ORGANISATION

DESIGN



DAY
TWO

- ✓ Learn to select the core structure, the non-core architecture and the lateral structure.
- ✓ Understand alternative service delivery options.
Learn how big corporations use these options to overcome productivity
- ✓ issues. Determine optimum management layers and spans of control.
- ✓ Plan your governance structure to ensure your organisation will meet its design objectives.

TESTING & VALIDATION

- ✓ Learn how to assess your design options and their suitability to support strategic business objectives.
- ✓ Learn how to use the international Michael Goold and Andrew Campbell design tests.

V. IMPLEMENTATION

- ✓ Explore implementation approaches, and the benefits and drawbacks of each.

WHY LEARN WITH US?



CUSTOMISATION

We customise our workshops to suit specific client needs. From simple tailoring to designing new content and activities, workshops are made to fit your organization. It is as close as you get to made-to-order workshops.



FLEXIBITLIY

Schedule workshops as per your convenience. Workshops can be lengthened, shortened, or combined. Moreover, have workshops delivered at your preferred location.



EXPERTISE

Our workshops are developed and delivered by HR experts. They bring in years of hands-on experience, and give participants a sample of real-life scenarios and practical applications.



EXPERIENTIAL

We deliver highly interactive, experiential workshops. We focus on practice, activities and experiences, to support the internalisation of learning, and help participants link it to their particular work situation.



GAMIFICATION

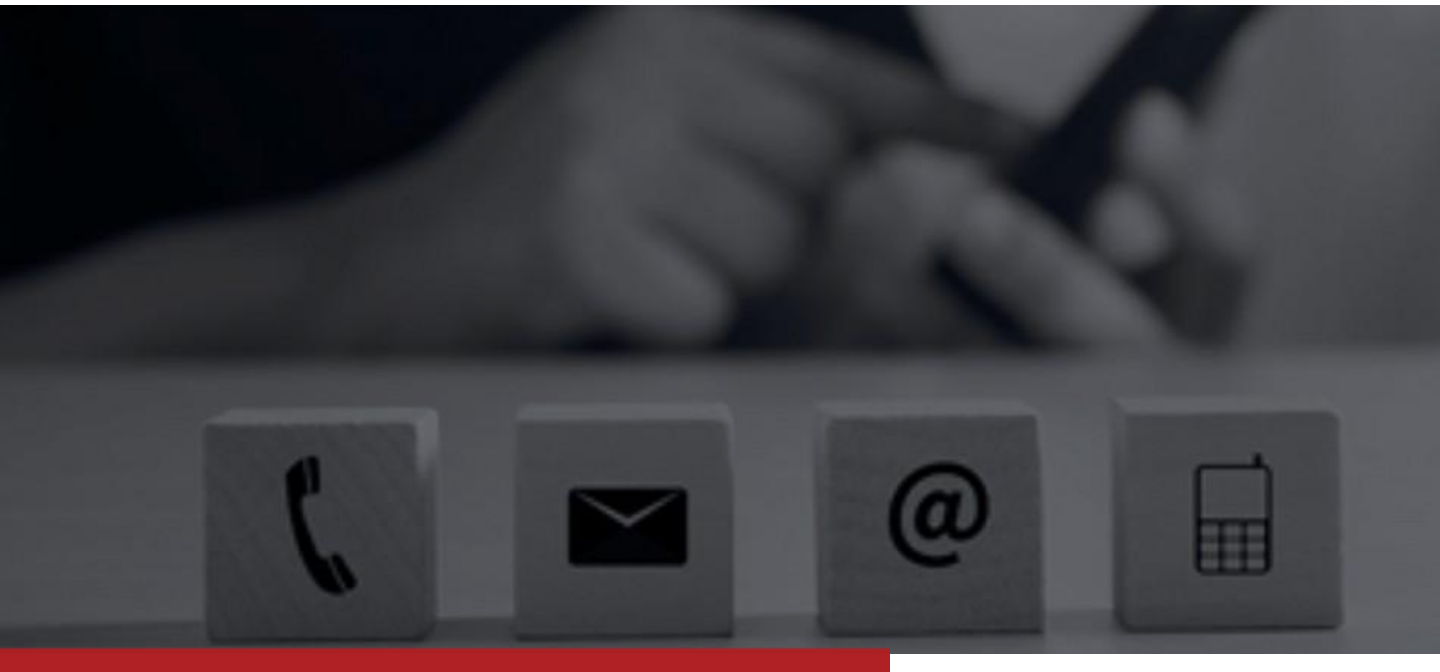
We employ games and gamification techniques to increase participant engagement and create a more inviting, fun learning environment.



CPD ACCREDITED

Our workshops are CPD accredited and comply with the "Continuing Professional Development" standards and benchmarks, signaling the highest standard of quality.

Contact Us



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