

ORGANIZATION DESIGN

DESIGNING HIGH PERFORMANCE ORGANIZATIONS

17-18, December, 2019 Shanghai



The Workshop Facilitator

Dr. Naomi Stanford

WHAT

About the Training

This is a unique Master Class that focuses on building capabilities in organisation design through a hands-on practical session with one of the world's foremost thought leaders on the subject. It will help individuals avoid common mistakes associated in organisation design while also providing a practical tool kit on comprehensive system design (structure, rewards, culture, processes, systems, etc.)

WHY

Benefits

- Understand the key competencies and principles of organisation design
- Use a whole systems approach to designing your organisation to deliver the strategic business objectives
- Learn how to overcome common barriers and pitfalls to organisation design and restructuring
- Conduct real life case studies and develop micro/macro designs
- Gain certification in organisation design endorsed by Dr. Naomi Stanford

WHO

Who Should Attend

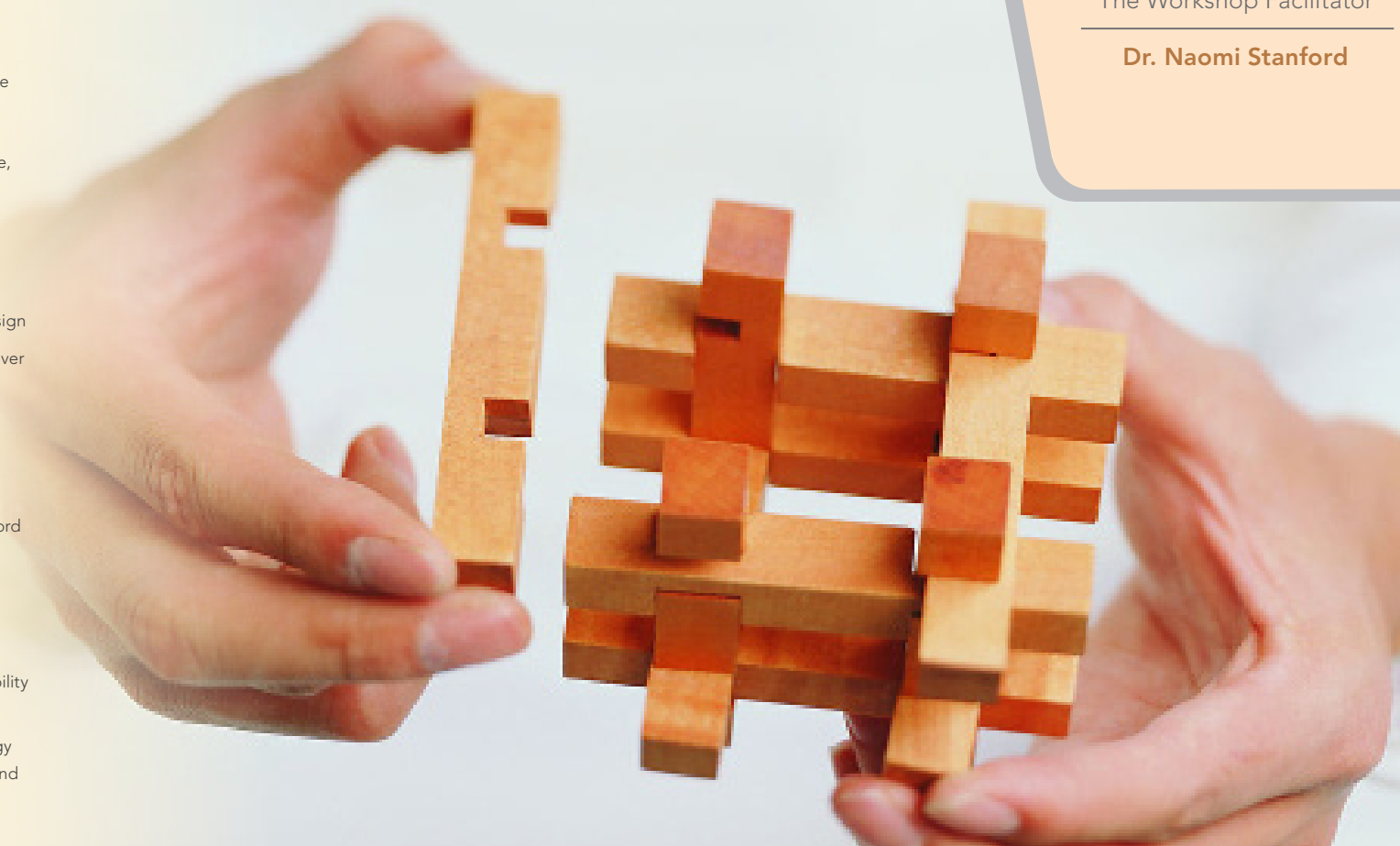
- Leaders, executives, managers who have desire to drive effective organizational design that encourages high performance and adaptability to changing circumstances
- All corporate leaders, department heads, and managers of HR, strategy & performance, organisation development, organisation excellence, and other relevant functions.



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Advancing technologies, cost pressures, changing customer requirements and different employee expectations are some of the things organizations have to grapple with as they re-organize to meet competitor and market challenges.

This course gives you:

- + Straightforward Frameworks + Practical Tools
- + Meet the business purpose
- + Design an optimal structure
- + Consideration of the factors that are impacting organisation designs and business models



Course benefits:

You'll gain the knowledge and skills to tackle organization design projects, sequence and approach the design effectively and use various tools and techniques to make good organization design decisions. Through action planning, case studies and group discussions, you'll gain the ability to control the consequences and risks of design changes; and you'll recognize and address design project blockers and challenges.

Aecom	MaryKay	Volvo	DPLNG
Analog	Marvell	Wacker	Tesco
Devices	Technology	Whirlpool	Bosch
Baldor	Momentive	EETC	Baidu
Barco	Nielsen	Sodex	Gamesa
Behr Group	Phoenix	Damco	Wyeth
CFLD	Contact	Celanese	Marsh
Continental	PPG	Bunge	J&J
Eaton	Syngenta	Grace	Dieblod
Grundfos	TE	Sanofi	Medtronic
Husky	Connectivity	Pepsico	Waters
Kemet	Timken	Phoniex	Gates

This Workshop have been running successfully in China for nearly 5 years and over 100 HR Vice Presidents, HR Directors and OD Directors from MNCs and China Local enterprises have joined this course. Following are some of the participants list:

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AGENDA

DAY 1

- Define and demystify organization design and development
- Understand the key competencies, principles, and systems methodology to organization design
- Align organizational design with strategy
- Evaluate an organization's design and identify its critical gaps
- Assess the need to redesign and restructure and make the right design choices

Time	Topics
8:30	Registration, Welcome and Refreshments
9:00	Organization design is not just about the org chart
9:40	An organisation is a system
10:20	How do you design?
10:50	Coffee Break
11:05	What good design achieves
11:35	Starting the design process, meet the client and agree the contract
12:10	Conduct scan
13:00	Lunch
14:00	Write business case for new design
14:20	Assess change readiness: Align leadership, stakeholder engagement
15:00	Coffee Break
15:15	Design phase: Establish design criteria (to deliver business strategy)
15:45	Map and cluster activities
16:45	Summary and Q&A

Key Outcomes Day 1

- Understand and define what organisation design is
- Learn how to assess the organisation's operating context
- Understand the importance of building a business case for a new design and gaining leadership support for it
- Acquire tools and frameworks to conduct organisation design work

DAY 2

- Develop macro and micro designs of the organization
- Plan the delivery and execution of the new organization design
- Engage and communicate effectively during redesign
- Evaluate the effectiveness of the 'live running' of the new design
- Conduct hands-on organization design case study
- Participate in one-on-one mentoring with Naomi Stanford

Time	Topics
8:30	Welcome and Refreshments
9:00	Questions and reflections on day 1
10:00	Types of organisation structure (presentation)
10:45	Coffee & Refreshment Break
11:00	Structure work practice
12:30	Lunch
13:30	Testing the design options
14:30	Upcoming trends on organisation design
15:00	Coffee Break
15:15	Practical Exercise & Case studies: Designing a business unit (done throughout the day)
16:30	Certificate Ceremony
16:45	Summary and Q&A

Key Outcomes Day 2

- Understanding that different structures do different things
- Capability building in developing structure options
- Developing the pros and cons of the options
- Deciding the right test for the options
- Anticipate future trends in organisation design
- Developing an organisation design roadmap

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About HREC

Human Resource Excellence Center is China's upmarket, professional and influential membership-based organization for HR professionals. By the end of Jun, 2019, more than 3,800 companies joined HREC as corporate members. More than 90% of Fortune 500 & Forbes 2000 companies in China are HREC members. HREC's products and services cover all HR functions and areas to satisfy HR's "Learning, Procurement, Motivation & Recognition Needs".

For HR's Learning Needs:

Onsite learning channels: (1) organize over 40 branded annual conferences and showcases, which become HR professionals' preferred choice for learning leading practices and market trends. (2) organize over 30 HR frontier and corporate visits to explore industry's best practices. (3) provide one-stop learning solutions, with over 100 public workshops and in-house trainings covering all HR, leadership and soft skill training topics. (4) "Micro-Consulting" platform helps HR to find leading experts and practitioners to obtain professional advices. (5) "Member Bridge" annually helps over 200 member companies to visit benchmark companies and encourage in-depth sharing and discussion of HR practices. (6) HREC Coach Club has over 50+ certified coaches, committed to members' personal growth and development.

Online learning channel: over 70 webinars and teleconferences annually to share the best practices and latest trends

In-depth Self-Study: (1) HR Value magazine published by HREC is widely recognized as an outstanding HR publication rooted in both theories and best practices by our 30,000 readers. (2) HREC annually publishes around 24 research reports and writes over 200 cases studies covering various HR functions and programs: Management Trainee Projects, HR Shared Services, Talent Management, Blue-collar Worker Management, Recruitment Process Outsourcing and Campus Recruitment, E-learning and Mobile Learning, HR Business Partner, Change Management, Flexible Working, Digital HR etc. The reports provide latest practice sharing and data analysis, helping HR professionals to make right decisions and contribute better values to the business.

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- Dr Naomi Stanford is an organization design practitioner teacher, and author. She is the author of a number of books: Organization Design: Engaging with Change, Organization Design, the Collaborative Approach, The Economist Guide to Organization Design, Organization Culture: Getting it Right and Organizational Health: An Integrated Approach to Building Optimum Performance. Her new book Organization Design: A Practitioner's Guide will be published in March 2018.



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- During her earlier UK career she was a corporate employee of large multinational companies, including Price Waterhouse, British Airways, Xerox and Marks & Spencer where she was Head of Organization Design and Development. She then moved to the US working as an organization design consultant to a range of organizations in the government, non-profit and private sectors and provided consulting services to many organizations including, the American Red Cross, Shell, Gap, Commonwealth of Virginia, State of Maryland, World Bank, and the Federal Government General Services Administration. She has now returned to the UK to work as a lead organization designer in the UK government sector.
- Additionally, writes articles, speaks at conferences, and tweets regularly on organization design
- Naomi is on the Advisory Boards of the CIPD, European Organization Design Forum, Organization Design Community, and Organization Design Forum (US). She is a Fellow of the Royal Society of Arts