

ORGANISATIONAL DESIGN FOR HR PROFESSIONALS (1 DAY)

CONFIDENTLY ADVISE BUSINESS LEADERS DURING CHANGE, LEAD AND ENABLE EFFECTIVE ORGANISATIONAL DESIGN INITIATIVES

The goals of this course is to:

- ✓ Unpack a conceptual model that clearly explains the connection between strategy, an operating model and organisational design.
- ✓ Walk through a practical methodology on how to lead an effective organisational design initiative, for both transformational and business-as-usual change.
- ✓ Gain hands-on experience in using 20 tools within the Organisational Design ToolKit.
- ✓ Learn ways of analysing and presenting data that creates an evidence-base for organisational design.
- ✓ Learn from interesting case study examples.
- ✓ Above all, be inspired and re-energised.

WHO SHOULD ATTEND?

This course is suited to HR and People & Culture professionals in both public and private sector organisations, embarking upon operating model implementation, a restructure or merger/acquisition integration. This includes Business Partners and Specialists and no previous experience in organisational design is required.

PRACTICAL ARRANGEMENTS

The course is held as an in-house program. Up to 15 delegates may attend a session, for which the fee is \$7,200 (excluding GST). The fee includes a hardcopy ToolKit for each delegate, and access to the PDF version of the tools.

ABOUT DR. BEATRICE HOFMEYR



Dr Hofmeyr's experience spans over 20 years in the fields of Organisational Improvement and Business Transformation, in public and private sector organisations. Beatrice specialises in all aspects of Organisation Design including target operating model design, organisational structure, value chain analysis and performance metric design.

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Session time	Topics to be covered
8:30 - 10:15	<p>The context for organisational design</p> <p>Global and local trends impacting organisational design.</p> <p>Common problems with organisational design.</p> <p>The opportunity for a new approach and the role of Design Thinking.</p> <p>The Organisational Design Conceptual Model</p> <p>The relationship between strategy, operating model design and organisational design.</p> <p>The 4 elements of a good organisational design: creating value for customers, organisational structure, collaboration & decision making, social networks & skills.</p> <p>Overview of the Organisational Design methodology</p> <p>The role of HR in leading and enabling effective organisational design</p> <p>Deciding whether your focus is Big Picture or Deep Dive design</p> <p>Design Thinking principles applied to all phases of the methodology</p> <p>Overview of codesign, why its important and the most effective way to go about it</p>
10:15 - 10:30	Morning Tea
10:30- 12:00	<p>Phase 1: Plan the Design Project</p> <p>Discussing the steps of this phase and gaining confidence in using Tool #1</p> <p>Phase 2: Big Picture Design</p> <p>Discussing the steps of this phase and gaining confidence in using Tool #2- Tool #8</p>
12:00 - 12:30	Lunch
12:30 -15:00	<p>Phase 2: Big Picture Design (continued)</p> <p>Discussing the steps of this phase and gaining confidence in using Tool #2- Tool #8</p> <p>Phase 3: Deep Dive Design</p> <p>Discussing the steps of this phase and gaining confidence in using Tool #9 – Tool #18</p>
15:00 -15:15	Afternoon Tea
15:15 - 16:00	<p>Phase 4: Plan for Implementation</p> <p>Discussing the steps of this phase and gaining confidence in using Tool #19</p>