ODF
Organization Design Forum

DESIGNING FOR AGILITY™

Methods to increase organization agility through design

Regardless of the industry and strategy, our organizations need agility in order to shift and advance in the 2020 global marketplace. This workshop helps you start with a sound strategic foundation and design the right structures, work processes, and human capital systems that support the agility needed for enduring results. The benefits include:
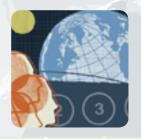
• Greater ability to adapt to changes in the market
• Greater customer connection and satisfaction
• Accelerated development and distribution of new products
• Increased employee engagement and productivity
• Cost savings through efficient operations

The Organization Design Forum is proud to present this 3-day workshop on the theory, practice and tools for creating an agile, highly competitive organization. It provides a concise, easy to understand 7-step model for redesigning existing companies or developing start-ups, non-profits, or multinational businesses.

Participants get "hands on" practice in each of the seven steps in this action-learning workshop using pre-workshop study, cases, and classroom experiences. In addition, participants will walk away with a functional Pocket Guide, a CD of the most frequently used templates, tools and models, and online access to workshop files.

Course Outcomes

• Practice an integrated step-by-step process for a systems approach to designing agile organizations

• Apply a model to clarify strategic orientation and build a business case for redesign

• Work applications of design concepts through case examples

• Use specific tools useful in designing organizations

• Discover how to adapt this model to globalization issues, new technology implementation, merger & acquisition integration, and more

• Manage the design process through to effective implementation

• Learn how to generate commitment to the design from the beginning, and ways to address the human issues that can derail implementation

• Gain an understanding of the large group processes that accelerate the design process and build commitment throughout the organization

• Understand how to create participatory redesign processes

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a customized learning environment

The workshop is available as a public workshop or delivered internally to your managers and staff. Customization to incorporate critical issues facing your company is available. Customized versions are also available in 1 and 2 day formats. Telephone interviews and questionnaires the month before help us focus on your needs. Specific applications exercises can be built into the workshop.

this course will benefit

Leaders of organizational change
and specialists in:

- **Organization Design**
- **Change Management**
- **Re-engineering**
- **Work Restructuring**
- **Organization Development**
- **Global Management**

Managers and executives
interested in:

- **Accelerating the pace of change**
- **Globalization**
- **Building a high performing culture**
- **Driving rapid growth**

the presenters

The faculty for this course will be Craig McGee and Kathy Molloy, both experienced consultants in the field of organizations design. They have expertise in:

- **Globalization and culture change**
- **Mergers and acquisitions**
- **New company startups**
- **High performance work environments**

- **Large group design**
- **Socio-technical systems**
- **Organizational learning**
- **Strategy and governance**

They have worked with Bank of America, Barclay's Bank, Bank of Montreal, Merrill Lynch, and Fidelity. Additionally, their experience with companies like IBM, Anheuser-Busch, Sybase, Equator plc, Case Logic, Northeast Utilities, Exxon, Xerox, Monsanto, NBTel, and the Canadian Air Command allows them to expose participants to best practices for other industries.

"I have been successful in getting a number of business units or functions to think more holistically about design — by starting with their strategy and the competencies and capabilities they need first (as opposed to designing around people). This is a huge step for my organization.

Recent Workshop Participant

for more information

For additional information contact Tanya at 602-510-9105
or email **info@organizationdesignforum.org**

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agenda

Day 1 **Objectives and Agenda | Introduction to Organization Design**
- Definition of organization design
- Overview and applications exercise of different models of organization design
- The Organization Design Forum 7-Step organization design process model
- Deciding who's involved: expert model ⟶ large group/ high involvement

Step 1: Contracting for the design intervention
- Critical elements in the contracting process
- "Watch-outs" in contracting for organization design
- Positioning HR and OD roles for best effect

Step 2: Assessing the business environment
- Assessing the business context for organization design
- Rapid strategic direction setting/building the business case
- Addressing organizational culture, governance and stakeholder issues

Step 3: Developing the preliminary design concept and alternatives
- Key organizing concepts and assessing them for agility
- Identifying the most effective design concept for your strategic need
- Using hybrids, networks and lateral mechanisms to enable agility

Day 2 **Step 4: Conducting detailed design**
- Mapping the core processes
- Identifying variances, disconnects, and breakdowns
- Strategies for drawing organizational boundaries
- Developing organizational structures, roles and responsibilities, and information flows

Day 3 **Step 5: Aligning the organizational systems**
- Overview of an alignment model
- Impact of organizational systems on organizational performance
- Methods and best practices for aligning organizational systems

Step 6: Implementing the design
- Realities of implementation
- Implementation processes and methods
- Leadership, culture, communications, and commitment strategies

Step 7: Renewing the design and continuous adaptation
- Why is renewal so important to agility and what does it involve?
- When is renewal required, it's role in creating rapid response
- Different kinds of renewal processes

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