

## **Organization Design: An Essential HR Capability**

*A development program specifically created for the HR community*

Organization design is rapidly becoming a core and expected offering for HR. In order to deliver this sophisticated work effectively, the function needs a common methodology and toolkit that is shared by skilled business partners in the field and specialists in the center, working together to deliver high value decision support.

*Organization Design: An Essential HR Capability* provides a foundation in conceptual frameworks, analytical tools, and consulting skills in a highly practical and application-based two-day program.

The program uses the Star Model as its conceptual framework. This model, developed by Jay Galbraith, provides a holistic and integrative approach to organization design and alignment.

The two-day program is a highly interactive and practical mix of concepts, examples, and application to in-company situations.

The program is designed for internal human resource staff including those in business partner, organization development, talent, compensation, and other specialist roles. In addition, staff in roles that support strategy execution such as strategic planning, project management, process improvement, six sigma, and change management will benefit from the program.

The program is also offered in a version for line managers and some clients choose deliver the program to a mix of human resource staff with their line clients. No prior organization design experience or training is required for this program.

This program serves as the core methodology for companies such as Google, Intel, Nike, BASF, Bloomberg, Red Hat, MetLife, Aetna, PepsiCo, Dell, Bank of America, Heineken, Marriott, Mass Mutual, Moen, Luxottica, Gates Foundation, Cemex, Old Mutual South Africa, Keurig/Green Mountain, Time Warner, Disney Parks and Resorts, Beiersdorf, John Deere, Encana, Gallo Wineries, GlaxoSmithKline, and Nike. Over 3000 HR professionals have successfully completed this program.

This workshop is accredited by the Organization Design Community. All participants are eligible to be certified as organization designers by ODC.

For more information on the program, please see: [http://kateskesler.com/wp-content/uploads/2014/01/Kates\\_Kesler\\_HR\\_Org\\_Design\\_Program\\_Overview\\_2012.pdf](http://kateskesler.com/wp-content/uploads/2014/01/Kates_Kesler_HR_Org_Design_Program_Overview_2012.pdf)

For more information on Kates Kesler, please see: [www.KatesKesler.com](http://www.KatesKesler.com)