

ANNUAL CONFERENCE



SANTA FE 2017

SHIFTING ORGANIZATION ECOSYSTEMS: DESIGNING FOR BALANCE

JOIN US FOR A MULTIDISCIPLINARY CONVERSATION AND LEARNING EXPERIENCE ON CREATIVE WAYS TO ADDRESS TODAY'S ORGANIZATION DESIGN CHALLENGES

Organizations form complex ecosystems and operate in a disruptive, fast shifting and digital world. We focus on designing solutions that create positive shifts and a harmonious balance among social, technical, market, and community systems.

WHEN April 25 - 27, 2017

WHERE La Fonda on the Plaza

FEES Registration \$1895
Early \$1495 (Until February 1, 2017)
Student \$495

WHO WE ARE

Organization Design Forum is an association of practitioners intent on sharing knowledge, creating community, and promoting excellence in practice to help organizations around the world to be effective, successful, and inspiring places to work.

For more information:

www.organizationdesignforum.org

OR contact the ODF Administrator at (602) 510 . 9105
or email info@organizationdesignforum.org

PLENARY SPEAKERS

Dr. SUE MOHRMAN & STU WINBY

The Changing Practice of Organization Design in a Networked Multi-Stakeholder World

There are changing frameworks for designing in a world characterized by digital advances that enable connectivity on a scale that fundamentally changes the business models in many industries. The argument is that deep expertise in organization, multi-stakeholder, and inter-organizational design is required to deal with these challenges.

Dr. EDGAR SCHEIN & PETER SCHEIN

How Would One Design Relationships to Fit the Needs of Different Kinds of Situations?

What would it mean to design the links between the organizational units or roles that are typically the target of design efforts? What kind of relationships do we want between people and between groups, and how would we design such relationships?

MARY TILLEY & AMY KATES

Activating the Enterprise Strategy at W.L. Gore: Lessons Learned

Gore's leadership realized the organization was not architected in a scalable way and many long term practices would not serve it in the future. Leveraging the tried and true Star Model, has allowed the company to identify the right organizational changes and accelerate the pace of change.

DESIGNERS' PRACTICE

SUSIE MACLEAN with The Solutions Group, the health and wellness division of Presbyterian Healthcare Services.

Working in small groups, conference attendees will tackle the strategic organization design issues of scaling for growth. We'll be asked to weigh in on the organization capabilities, design, and alignment factors Susie will need to consider as she prepares to expand the division beyond its home state.

PEER WORKSHOPS

The conference will, again, include sessions facilitated by community members who are dynamic thinkers to engage conference participants in thought-provoking, diverse conversation, and experiential concurrent workshop sessions that challenge our assumptions, stretch our thinking, and expand our skills. ODF is committed to providing a conference experience that inspires, connects, enables, and supports the exciting work of organization design.

DESIGNING TO WIN THROUGH M&A

Kathleen Arduş & Luann Philyaw

RE-ORGANIZING FOR THE COMPLEX AND CREATIVE DIGITAL ECONOMY

Kim Clark Pakstys

Strategic Organization Solutions

DESIGN CHALLENGES: A CASE STUDY IN MOVING FROM AN INDUSTRIAL TO A DIGITAL INDUSTRIAL BUSINESS MODEL

Michael Leckie, *General Electric*

John Wheeler, *The Clarion Group*

FASTER, SIMPLER & BALANCED: FOCUS YOUR LEADERSHIP OPERATING SYSTEM FOR NOW AND FOR NEXT

Bruce Mabee

Milestone Partners LLC

THE OS CANVAS: A NEW TOOL FOR UNDERSTANDING ORGANIZATIONAL ECOSYSTEMS

Ali Randel & Sam Spurlin

The Ready

LEADING AND WORKING WITHIN A NETWORK OF TEAMS

Carlos Valdes-Dapena

Mars, Inc.

PRE-CONFERENCE WORKSHOPS

MONDAY, APRIL 24th

8:30am - 4:30pm
\$495 each

We devote the day before the conference to workshops that build knowledge, skills, and competence for our different types of practitioners. It is our goal to help elevate and deepen the practice of organization design by offering learning opportunities that enable or support the field.

For the **LEARNING & EMERGING** practitioner:

ORGANIZATION DESIGN PRIMER: THEORY AND PRACTICE

Claudia Murphy-Bement

Managing Principal of CMC, Inc.

Tom Jasinski

President & Founder of Third Gate Partners, Inc.

This session will provide an overview of fundamental approaches, introduce you to some useful techniques, and give you hands-on experience with a case study where you can immediately practice what you learn.

For the **MORE EXPERIENCED** practitioner:

A DESIGNER'S LAB - THE ART & SCIENCE OF ORGANIZATIONAL DESIGN

Sue Mohrman

Senior Research Scientist for the Center for Effective Organizations

Stu Winby

CEO of SPRING Network

President & Founder of Third Gate Partners, Inc.

This workshop links the fundamentals of organization design with new emerging organization models and processes, is designer practice focused, and introduces new design tools and techniques.