

ORGANIZATIONAL ANALYSIS AND DESIGN

Overview

The design of an organization can dictate everything, from proper work flow to ultimate success on the bottom line. The biggest challenge in analyzing the design of an organization is to not jump to the conclusion that the solution is (the ever popular) reorganization! This workshop focuses on organization as purpose driven entities.

Participants will learn the dynamics, processes, and challenges inherent in analyzing and designing an organization to achieve business results. Explore a comprehensive systemic approach for guiding an organizational effort – from problem definition and analysis, to design recommendations and implementation of the new design into the workplace. This workshop is facilitated by a select faculty of senior Linkage consultants.

Who Should Attend

OD professionals and anyone with a background in OD methodology

Benefits & outcomes

- How to identify key roles and phases in the organizational analysis and design (OAD)
- How to differentiate the two critical domains of OAD work – managing both the design and the project
- How to define your organization's business model and the implications for your design efforts, and plan for implementation
- How to compare, contrast, and choose among alternative system models for describing, analyzing, and designing organizations

Program Curriculum

Module 1: Your Role in the OAD Process

- Assess an OD Consultant's performance
- Skills for the OAD Process
- Generic work profile of an OAD consultant

Module 2: The Nature and Context of Organizational Design

- Components of an organization
- Organizing game card groups
- Determining if your design is the best one for your purpose(s)
- Organizational structures
- Summary of advantages and disadvantages
- Management structure considerations
- Business drivers: why organizations redesign

Module 3: The Process of OAD

- Introduction to the OAD process
- Business drivers
- The content of the work and project management tasks
- Team chartering

Module 4: Assessing Current Business Model

- Current state vs. future state
- Business models
- Organizational design and organizational models
- Identify your organization's business model

Module 5: Tools for Assessment and Analysis

- What would you measure?
- Developing a data-gathering strategy
- Core capability assessment
- Introduction to analysis
- Analyzing data and prioritizing design efforts
- Data transformation and interpretation

Module 6: Priorities for Design and Presentations

- Design choice evaluation grid
- Cross-dimensional implications
- The systemic analyzer
- Cross-dimensional analysis of your proposed design
- Quality requirements of an effective design presentation
- Developing design recommendations

Module 7: Planning the Transformation

- The stages of transformation
- Change matrix
- Typical challenges during transformation
- Your organization's readiness to change
- Blueprinting: defining the transition/change process
- Common organizational roadblocks and "push-backs"
- Reducing resistance to transformation
- Acclimatizing the organization and its people

Linkage Training Programs are approved by the following organizations

