

Organization Transformation – Designing Organizations for Superior Performance

Title of Course:	<i>Designing Organizations for Superior Performance</i>	Length of Course (# of Hrs/Days):	20 hrs/ 2.5 days
Total Price of Course:		Minimum and Maximum Number of Participants:	12-24
Price Per Participant			

Description

Designing Organizations for Superior Performance starts with the premise that; “Organizations are perfectly designed to get the results that they get.” If an organization wants superior results to what they are getting, or they want to understand why they are getting the results that they are getting, they need to look at Organization Design. This course provides an in-depth overview of how to design and transform organizations in the increasingly challenging environment of the 21st century. Course content includes a review of the primary external and internal forces that are causing organizations to change, the role of a change management structure to ensure the quality and buy in of the design, and its successful implementation. It also includes a powerful framework for designing organizations as well as a set of analysis tools to ensure the quality of the design as well as its overall alignment. The course will provide five key models and tools used to design and transform organizations for superior performance starting with the organization’s strategy. The course content follows the principle that form follows function and function follows strategy. It focuses on the relationship between the results that organizations get and the culture that drives these results. It addresses the choices that organizations can make or do make to drive their culture. It also provides a comprehensive review of how to get employee’s hearts, hands, and minds behind new changes. This workshop is highly interactive and experiential. Participants will engage in an Airborne Data Diskette simulation that accurately depicts the challenges and opportunities with organizational change. Workshops can be delivered in standard form or can be carefully customized and tailored to specific client needs and cultures.

Who should take this course?

- Federal, Tribal, Government or Civilian Agency leaders and employees who will be involved in the change, transformation, or implementing strategic initiatives.

What participants will gain:

This workshop will provide the skills, knowledge, and expertise necessary to lead successful change. Templates and tools will be provided that will enable participants to return to their organizations confident and eager to fulfill their role in leading change, engaging in transformation, or implementing strategic initiatives. This workshop is noted for its high impact nature in terms of knowledge retention and skill application due to it being founded upon a proven, three-phase approach to learning:

Phase 1: Workshop preparation (pre-work)

Phase 2: Workshop event (training event)

Phase 3: Workshop application (post workshop application assignments)

Course Content

Overview the Five Smooth Stones to Designing for Superior Performance

The 21st Century – Why Change is the Norm?

- Examine the internal and external forces driving governmental and corporate organizations to change -- or die.
- Why change will continue to increase in intensity and complexity.

Airborne Data Diskette Simulation

The Crucial Role of a Change Management Structure

- Identify the need for a change management structure and explore the various roles needed in a change management structure.

Leveraging Key Models and Tools to Design Superior Performance and Implement Successful Change

- Apply the five key phases of design and transformation: 1) Charter, Scope and Change Management Structure; 2) Analyze; 3) Design; 4) Implement; 5) Evaluation.
- Review the three key tools for analysis: 1) environmental scan; 2) process / technical analysis 3) culture / social analysis.

Implementing Critical Success Factors that Will Facilitate Organizational Transformation and Change