

ADVANCED

ORGANISATIONAL DESIGN

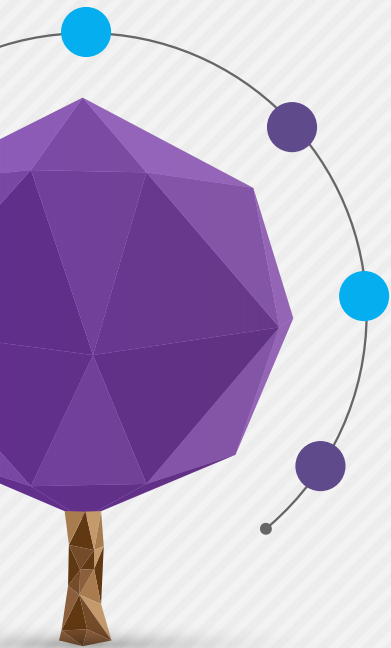
MASTERCLASS

Graham Dalton



COURSE METHODOLOGY

This course will provide you with the latest best-practice advanced organisational design tools and techniques and you will have the opportunity to discuss and test various ideas and approaches to establish what you find most helpful and useful. Graham will share his knowledge and vast experience as an organisational design consultant and practitioner and how he has overcome the very many challenges that typically arise in re-design projects. There will also be time set aside on both days for open Question & Answer sessions.





LEARNING OBJECTIVES

- **Increase** your organisation's business performance and senior team's effectiveness by aligning your organisation's structure, roles and responsibilities, key performance indicators and governance arrangements to your strategic objectives
- **Increase** your organisation's business performance and senior team's effectiveness by clarifying how your organisation is designed and the interrelationships between the various operating and support units in your organisation
- **Enhance** your reputation and influence by understanding the key steps, tools and techniques to effectively facilitate the co-design of your organisation with your senior colleagues – and improve their understanding, ownership, confidence and motivation for your new design
- **Discover** the relationship between organisational design, organisational development and operating models; and what it really means and takes to be an 'agile' organisation
- **Network** with your fellow course delegates and course tutor to discuss practical issues relating to organisational design and develop insights, tools and solutions that will help you in your workplace



MASTERCLASS INTRODUCTION

With many markets in the region gearing up to tackle continued post-Covid recovery, post-Brexit, recession and responding to a difficult and changing external environment, it is more important than ever that your organisational design helps your business to deliver on its strategic priorities.

Strategic organisational design is focused on aligning your organisation's structure; roles and responsibilities; Key Performance Indicators; governance arrangements; policies, processes and procedures; and infrastructure with your strategic objectives and plans. Organisational redesign is a big undertaking and poses significant risk to your organisation: not only must you get the design right, but you also need to bring clarity to your new design – or risk ambiguity, confusion, frustration and ineffective teamworking and decision making.

This masterclass will provide an overview of the latest thinking on organisational design and the key phases and steps needed to effectively deliver an organisational design project. This course will focus on the latest advanced best-practice tools and techniques for managing a strategic redesign.

Emphasis will be given to the Assessment and Design phases. Understanding what you require from your new design and how to get your design principles right. And show you how to make sure you choose the optimal design for your organisation and how to build, test, clarify, refine and define your new design.

Finally, this course will cover the Construct, Implement, Operate & Review phases and the key steps and tools needed to deliver and embed your new design and its expected benefits.

This sessions will be highly interactive with plenary and group discussions and exercises; and time set aside for Questions & Answers and review to help you achieve your learning objectives.



WHO SHOULD ATTEND?

This course is designed for everyone who requires an in-depth advanced knowledge of strategic organisational design, including: senior HR professionals (e.g., HR Directors, Strategic HR Business Partners, Heads of Organisational Design & Development); other C-suite roles (e.g., CEO, Chief Operating Officers, Corporate Services Directors); and Organisational Design Consultants.

Participants should already have practical knowledge and working experience of the main fundamentals of organisational design projects – including: SWOT & PESTELE Analysis; Design Principles; Design Options; RACI; HR Legislation; Migration Planning and Managing Change.



Meet Your Trainer:

Graham Dalton

Global Organisational Design Consultant, Trainer & Coach

Graham Dalton is widely recognised as one of the most experienced global organisational design practitioners. He has over 20 years' experience (well over 15,000 hours of client facing organisational design project delivery), delivering over 100 projects with more than 50 different clients. Graham has worked across the private, public and voluntary sectors in a full range of different industries, guiding and facilitating Chief Executives and their top teams in their strategic organisational design assignments. He specialises in strategic organisational design, including: senior stakeholder engagement; As-Is assessment; option design and evaluation; co-designing the optimal model for the client's needs; top team restructuring; governance arrangements; and testing, clarifying, refining and defining the new structure, roles and responsibilities.

Graham has also worked with two of the very best global thinkers and theorists in organisational design: Andrew Campbell (at Ashridge Management schools Advanced Organisational design Practitioners course); and Dr Naomi Stanford (supporting one of the 'big four' consultancy houses in developing their organisational design practitioners and approach).

Graham has a BSc Degree in Pharmaceutical Science and a Diploma in Sports Psychology. After 15 years working in senior operations leadership roles for a blue-chip company, he moved to PricewaterhouseCoopers where he initially focused on developing their Change Management and Benefits Realisation methodologies and practices. Having been promoted to Director, he spent the next 12 years developing and delivering PwC's global organisational design methodology. This included training PwC's organisational design practitioners across the globe including: the UK; Europe; the Middle East; Africa and America.

Since leaving PwC in 2016, Graham has worked as an independent Management consultant, Trainer & coach. He is the owner of Organisational Design Limited. Graham also has a non-executive director role for the department of justice in northern Ireland.

ENDORSEMENTS

"Graham is very good to work with: knowledgeable, in theory and in practice. He is a great facilitator / trainer with an engaging manner that participants appreciate, and they also enjoy his ability to give practical examples from his own experience to back up the points he is making" – **Dr Naomi Stanford:** Organisational Design Consultant

"Graham's structured, clear, practical and engaging approach to OD training has always produced extreme client satisfaction and has left them with the necessary tools to deliver long term value to their organisations" – **Rani Salmon:** Managing Partner Caliber Consulting

"Graham is a professional, with years of experience working with organisations. He delivers more than you expect. He can hold the attention of a room full of executives. He understands the latest thinking about organisations and operating models" – **Andrew Campbell:** Director Ashridge Business School

CASE STUDIES

This course will include case study examples from a number of the many organisations that Graham has worked with and focus specifically on a case study from a large global client that had the most complex design challenge. Examples include:

- Assessing and understanding the current 'As-Is' structure
- Exploring and agreeing the strategic objectives and priorities
- Developing Value Chain Maps
- Developing Design Principles
- Developing Design Options
- Evaluating the Design Options and selecting the optimal design
- Building the new design
- Testing, clarifying, refining and defining the new design
- Strategic resourcing, sizing and cost reduction targets
- Migration strategies





DAY1



09:00

Introduction

- Course overview
- Tutor overview
- Participants introductions and objectives

09:30

Organisational Design Theory

- Systems Thinking
- Organisational Design, Organisational Development and Operating Models

10:00

Organisational Design Fundamentals

- Organisational Design Process
- Organisational Design key steps, tools and techniques

11:00



Coffee Break

11:15

Assess Phase

- How to draw organisational structures
- 9 Tests of good organisational design
- Stakeholder questions
- Value Chain Maps
- Design Principles

13:00



Lunch Break

14:00

Design Phase – Part 1: Design

- Design Options
- Option Evaluation
- Selecting and building the optimal design

15:30



Coffee Break

15:45

Design Phase – Part 2: Clarify, Test, Refine & Define

- Unit Profiles and lateral relationships
- 9 Tests of good organisational design
- RACI / RAPID, KPI allocation and scenario planning

16:30

Review, Questions & Answers

17:00



End of day 1

DAY2



08:30

Recap and build on day 1

- Recap on day 1 content and key messages
- Revisit review from day 1

09:30

Construct Phase and Implement, Operate & Review Phase

- Change Impact & Readiness Assessments
- Change Management Strategy & Benefits Dependency Mapping
- Staff Migration Strategies
- Strategic Resourcing, Sizing and Cost Reduction

11:00



Coffee Break

11:15

Case Study – cementing the learning

- Assess Phase
- Design Phase
- Construct Phase & Implement, Operate & Review Phase

12:45



Lunch Break

13:30

Agile Organisational Design

- Understanding agility
- Key features of agile organisations

15:00



Coffee Break

15:15

Review, Questions & Answers and additional topics

- Additional topics as requested: e.g., Governance; co-design facilitation; etc

16:30



End of day 2



TRAINERGRAM

Visit for more details: www.trainergram.com



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● Upcoming Events

FINANCIAL EVENTS

- Advanced RBA MasterClass September 2020
- IFRS9 MasterClass September 2020
- Initial Margin Regulation MasterClass October 2020
- Digitalization in Banking October 2020
- PSD2 MasterClass October 2020
- Internal Audit Summit 2021 March 2021
- 7th Annual Credit Risk Management Forum May 2021
- 9th Annual Retail and Corporate Payments Forum (BizzPay 9.0) September 2021

PHARMACEUTICAL EVENTS

- CMC Biopharma 2.0 MasterClass July 2020
- Development of generics: From R&D to GMP MasterClass July 2020
- Risk and Pharmacovigilance MasterClass July 2020
- LifeScience Micro MBA MasterClass August 2020
- Signal and Risk Management in Pharmacovigilance MasterClass November 2020
- Digitalization in Pharma 2021 March 2021

HEALTH AND SAFETY EVENTS

- Advanced Human Error MasterClass August 2020
- European HSE Management Forum 5.0 October 2020
- MBA for HSE Practitioners MasterClass November 2020
- HSE360 Summit 2021 February 2021
- European HSE Management Forum 6.0 September 2021

HUMAN RESOURCES EVENTS

- Sales Incentive Plans MasterClass August 2020
- Advanced Compensation and Benefit MasterClass September 2020
- Personal Effectiveness Tools MasterClass September 2020
- Agility in HR October 2020
- 15th HR Minds TalentON Forum October 2020
- Advanced Organisation Design MasterClass November 2021
- HR Minds Forum September 2021

CROSS INDUSTRY EVENTS

- Women in Leadership Summit September 2020
- Machine Learning MasterClass September 2020
- Climate Risk Financing MasterClass September 2020
- Coaching MasterClass October 2020
- Situational Leadership MasterClass November 2020
- Audit Summit 2020 March 2021
- Agile Workplace Design Forum May 2021
- Supply Chain Management Forum May 2021

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Global Leading Conferences (GLC) is an industry leader in the field of business intelligence. We provide interactive & impactful business platforms and networking opportunities for senior level executives by bringing them together for B2B Conferences, Global Summits, Training & Workshops. Being customer focused and having our client's priorities at the forefront, are amongst our core values and is of high importance to the way we operate our business.

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Our commitment is to deliver the latest information to our clients, while maintaining highest quality and standards. By attending GLC events your company will be able to apply advanced strategies to your operations, gain the latest know-how's and benchmark yourself higher against the competition while enjoying a 5 star environment.

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Bring the most experienced industry leaders and professionals right into your company. Maximize the learning possibilities by providing your employees unique learning experience without being out of office for several days. Our In-House trainings are customized to your needs and focused on specific issues your employees need to understand and solve.

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Media Partners



Registration Form

Advanced Organisational Design Masterclass

05-06 November, 2020, Online MasterClass

PLEASE COMPLETE THIS FORM AND SEND BACK TO

FAX: +36 1 848 0520 or E-mail: booking@glceurope.com

You are able to type the required details by clicking on the text fields.

However you are required to place your handwritten signature at the required 2 fields after printing document.

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Contact person: _____

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PAYMENT METHOD

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City: _____

Post/Zip Code: _____

Card Holder's Name: _____

Card Holder's Signature: _____

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CONFERENCE FEE

**Attendance Fee - ~~€ 1998~~ - 50%
€ 999 per delegate***

22 EUR administration charge will be applied

Get the recording of the event for an additional 200 €



GLC is supporting Water.org to provide access to safe water and sanitation for people in the developing world.
Part of your investment will be donated for this cause.