PR & Media · PR454

Strategic Organization Design and Operating Model Excellence

Duration	Category	Ref
1 Week	**PR & Media**	**PR454**
Language	Certificate	
English	**Certificate of attendance**	

Introduction

As organizations navigate digital transformation, evolving customer expectations, and increasingly competitive markets, effective organization design has become a critical strategic capability. Beyond organizational charts and reporting lines, modern organization design focuses on creating agile operating models, optimizing governance, clarifying decision-making, and building capabilities that enable long-term business success.

This advanced program equips experienced HR, Organization Development, and business leaders with the knowledge and practical tools to design high-performing organizations that align strategy, structure, people, processes, and technology. Participants will learn how to develop future-ready operating models, improve organizational effectiveness, enhance collaboration, and lead organization transformation initiatives that deliver sustainable business value.

Course Objectives of Strategic Organization Design and Operating Model Excellence

Upon completing this program, participants will be able to:

- Align organization design with corporate strategy and business priorities.
- Design and evaluate enterprise operating models that improve organizational performance.
- Apply organization design principles to increase agility, accountability, and efficiency.
- Develop governance frameworks that support effective decision-making.
- Optimize organizational structures, reporting relationships, and spans of control.
- Design capability-based organizations that support future business requirements.
- Lead organization transformation initiatives while managing change effectively.
- Measure organizational effectiveness using key performance indicators and organizational health metrics.
- Develop practical organization design roadmaps that support sustainable business growth.

Course Methodology of Strategic Organization Design and Operating Model Excellence

The course combines strategic concepts with practical application through:

- Interactive Lectures: Explore leading practices in organization design and operating model development.
- Executive Case Studies: Analyze successful organization transformation initiatives from global organizations.
- Exchange experiences and solutions with senior professionals.
- Develop organization design frameworks and operating model solutions.
- Simulation Exercises: Apply organization design methodologies to complex business scenarios.

Organizational Impact of Strategic Organization Design and Operating Model Excellence

This program enables organizations to:

- Align organizational structures with strategic business objectives.
- Improve organizational agility and responsiveness to change.
- Increase operational efficiency through optimized operating models.
- Strengthen governance, accountability, and decision-making processes.
- Improve cross-functional collaboration and service delivery.
- Reduce organizational complexity and duplication of effort.
- Enhance organizational capability to support business growth and transformation.
- Create sustainable organizational structures that support long-term competitiveness.

Personal Impact of Strategic Organization Design and Operating Model Excellence

Participants will gain:

- Advanced expertise in strategic organization design and operating model development.
- Greater confidence in leading enterprise-wide organization transformation projects.
- Enhanced ability to advise senior leadership on organizational effectiveness.
- Stronger analytical skills for diagnosing organizational challenges.
- Practical tools for designing agile, high-performing organizations.
- Improved leadership capabilities in managing organizational change.
- Increased professional credibility as an Organization Development and Transformation leader.

Who Should Attend

This program is designed for experienced professionals, including:

- Organization Development Managers
- Organization Design Specialists
- HR Directors and Senior HR Managers
- Organizational Effectiveness Managers
- Workforce Planning Managers
- HR Business Partners
- Transformation Managers
- Business Excellence Managers
- Strategy and Transformation Professionals
- Senior Leaders involved in organizational restructuring and business transformation

Course Outline

Day 1

Strategic Organization Design Foundations

- The evolution of organization design and operating models
- Aligning organization design with corporate strategy
- Organization design principles and best practices
- Diagnosing organizational effectiveness
- Understanding organizational capabilities and value creation
- Assessing the current organizational model

Day 2

Designing Future Operating Models

- Components of an effective operating model
- Designing organizational structures for agility and growth
- Centralized, decentralized, and hybrid operating models
- Role clarity, accountability, and decision rights
- Designing effective governance frameworks
- Developing a future-state operating model

Day 3

Organizational Effectiveness and Capability Design

- Organizational capability mapping
- Workforce capability and skills architecture
- Optimizing spans of control and organizational layers
- Cross-functional collaboration and matrix organizations
- Improving organizational efficiency and productivity
- Organizational capability assessment

Day 4

Leading Organization Transformation

- Organization redesign during business transformation
- Managing organizational change and stakeholder engagement
- Governance during transformation initiatives
- Communication strategies for organization redesign
- Measuring organizational health and transformation success
- Developing an organization transformation plan

Day 5

Sustaining High-Performance Organizations

- Organizational performance measurement and KPIs
- Organization design governance and continuous improvement
- Future trends in organization design and operating models
- Building resilient and future-ready organizations
- Developing an Enterprise Organization Design Roadmap

Ask us for a date for this course

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