PR & Media · PR454

Strategic Organisation Design and Operating Model Excellence

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

Introduction

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

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

Course Objectives of Strategic Organisation Design and Operating Model Excellence

Upon completing this programme, participants will be able to:

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

Course Methodology of Strategic Organisation Design and Operating Model Excellence

The course combines strategic concepts with practical application through:

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

Organisational Impact of Strategic Organisation Design and Operating Model Excellence

This programme enables organisations to:

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

Personal Impact of Strategic Organisation Design and Operating Model Excellence

Participants will gain:

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

Who Should Attend

This programme is designed for experienced professionals, including:

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

Course Outline

Day 1

Strategic Organisation Design Foundations

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

Day 2

Designing Future Operating Models

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

Day 3

Organisational Effectiveness and Capability Design

- Organisational capability mapping
- Workforce capability and skills architecture
- Optimising spans of control and organisational layers
- Cross-functional collaboration and matrix organisations
- Improving organisational efficiency and productivity
- Organisational capability assessment

Day 4

Leading Organisation Transformation

- Organisation redesign during business transformation
- Managing organisational change and stakeholder engagement
- Governance during transformation initiatives
- Communication strategies for organisation redesign
- Measuring organisational health and transformation success
- Developing an organisation transformation plan

Day 5

Sustaining High-Performance Organisations

- Organisational performance measurement and KPIs
- Organisation design governance and continuous improvement
- Future trends in organisation design and operating models
- Building resilient and future-ready organisations
- Developing an Enterprise Organisation Design Roadmap

Ask us for a date for this course

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