



Derek Hendrikz Presents:

Organisational Design

An advanced workshop in designing organisational structure, systems and culture...

About the Workshop:

The organisational design workshop is a master class presented by [Derek Hendrikz](#) and aims to capacitate leaders, executives, board members, EXCO teams, senior and middle managers in the art of developing structure, creating systems and internalising culture. Furthermore, participants will learn to work with organisational strategy, intelligence and change management. On completion of the training programme learners will be able to take their organisations forward within an immensely turbulent and constant changing environment.

On completion of the programme, participant will be able to meaningfully contribute towards the design of...

- Organisational structure;
- Organisational systems;
- Organisational culture; and
- Organisational strategy.

Programme:

Time:	Day 1:	Day 2:	Day 3:
08:00-08:30	Administrative Matters	Open Window	Open Window
08:30-10:00	The architecture of organisations	Translating process to structure	Designing and internalising organisational culture
10:00-10:15	<i>Convenience Break</i>		
10:15-11:45	Creating the black box	Developing organisational structure	Managing resistance to change
11:45-12:45	<i>Lunch</i>		
12:45-14:15	Understanding mission as a process	The impact of strategy on organisational design	Creating the high performance organisation
14:15-14:30	<i>Convenience Break</i>		
14:30-16:00	Process Analysis	Implementing systems	Workshop closure and feedback

Day 1:

The Architecture of Organisations:

- The anatomy of organisation
- Structure – the container of work
- Systems – the facilitators of work
- Culture – the enabler of work
- Strategy – keeping work relevant
- Processes – ensuring efficiency
- Intelligence – determining the level of performance and relevance



Creating the Black Box:

- Organisational Black Box theory
- Defining inputs
- Defining outputs
- Process theory
- The master scorecard system.
- Direct vs. Inverse organisational relationships.
- Defining behaviour; the anatomy of collective mind – Organisational Paradigm
- The Black Box and organisational values

Understanding Mission as a Process:

- Purpose vs. Intent
- Translating the words of mission to the process of mission
- Testing dependency
- Testing priority (importance and resource consumption)
- Developing the master scorecard

Process Analysis:

- Translating mission to core organisational processes
- Process analysis methodology
- Using Weakness to adjust processes
- Expanding the scorecard
- Loading the Black Box

Day 2:

Translating Process to Structure:

- The evolution of structure
- Introducing organic structures
- Translating process to structure
- Creating process families and project clusters

Developing Organisational Structure:

- Translating a process structure to an organisational structure
- Calculating the complexity of priority
- Allocating roles to structure
- The relationship between cost centres and structure

The Impact of Strategy on Organisational Design:

- The impact of environment on organisational design
- The purpose of strategy
- Does structure follow strategy or the other way around?
- What to do where strategy changes everything?

Implementing Systems:

- The five basic systems of any organisation
- The shape, nature and purpose of systems
- The basic assumptions relating to systems
- The objectives of a system
- The link between processes and systems

Day 3:

Designing and Internalising Organisational Culture:

- Managing culture means managing paradigm
- Beliefs and values as defining factors of paradigm
- Defining organisational values
- The effect of principles and assumptions
- Managing behaviour through paradigm shift initiatives
- The defining factors of organisational culture
- Manifestations of organisational culture
- Developing and internalising organisational culture

Managing Resistance to Change:

- Why people resist change
- The choices of change
- Introducing change to the system
- Working with resistance
- From change to transformation

Creating the High Performance Organisation:

- What is a high performance organisation (HPO)
- Understanding high performance systems (HPS)
- Organisational reengineering
- The learning organisation
- Working with organisational learning disabilities

About Your Presenter...

[Derek Hendrikz](#) is a renowned international strategic leadership & management [trainer](#), [speaker](#) and [consultant](#) who during the past twenty years have satisfied beyond [50 000 happy participants](#) in more than [200 companies](#) in over a dozen countries worldwide. In the field of strategy development he has successfully completed more than 40 international [consulting projects](#).

He specialises in the training of executive teams and is mostly contracted to train Board Members and EXCO teams in the field of strategy development, implementation, change management, leadership, and other executive areas.

On the social networking front he has thousands of followers and downloads on [YouTube](#), [FaceBook](#), [SlideShare](#), [Twitter](#), [LinkedIn](#) and others...



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Training Methodology:

[Derek Hendrikz](#) is a Certified Professional Trainer (CPT) with the [Southern Africa Professional Trainers Association \(SAPTA\)](#). In terms of ratings, [Derek](#) is internationally acclaimed and beyond comparison with thousands of [highly satisfied customers](#). The methodology is based on interactive learning, i.e. learners will learn by doing. Inspirational presentations are combined with facilitated sessions and experiential exercises. Furthermore learners will use examples from their own organisations, thus ensuring that learning is anchored at their workplace. As with all [Derek's](#) training programmes, he strives to effect actual change back at the workplace through effective and practical outcomes based training.

**Enquiries & Bookings****Annelize Burger**

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