



Development on Demand...PROGRAMS DELIVERED WHEN YOU NEED THEM.

ORGANIZATION DESIGN FOR HR PROFESSIONALS

Time: 4 hours

Audience: HR Generalist, Talent Management, Organization Development, Training & Development

Purpose: Learn the fundamentals of organization design. Understand how structure influences behaviors, accountability, talent management and talent acquisition and retention.

- Learn the different design models
 - Functional
 - Product
 - Geographical
 - Market
 - Process
 - Matrix
 - Hybrids
- Utilizing Star Model as a strategic tool
- Continuous Organization Design Process

Outcome: Participants will have a solid understanding of the various organizational design structures, be able to integrate the knowledge into their daily functions, and understand the impact of structure and behavior. Specifically:

- Generalists will have a better understanding of their client groups' behaviors and be able to coach more effectively.
 - Use the Star Model to manage the complexities within the organization
- Talent Management will be able to adjust HR processes such as succession planning to compensate for the complexities of organization design and behaviors
- Talent Acquisition & Retention can plan the strategy and communication to ensure the right talent for the right organizational structure.
- Organization/Training & development will be able to tailor consulting and programs to treat root causes versus the symptoms of structure and behaviors.

Approach:

Lecture, case studies, small and large group discussion.