

Analyzing and Designing Successful Organizations

Leading a Complex Effort in a Changing World

The success of any enterprise is largely dependent on the ability of its leaders to navigate the changing marketplace. Once the decision of direction is made, the business operations, including the organization, must be designed to effectively and efficiently to execute the business plan and meet the enterprise's goals.

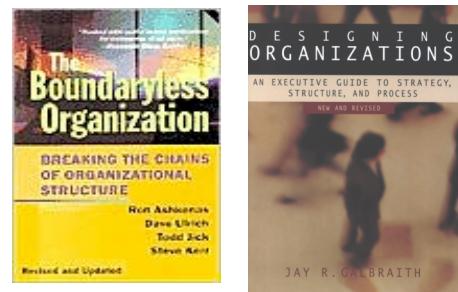
Through the use of real-life case studies, industry case studies and interactive exercises, this course teaches participants to analyze their organizations, analyze problems to uncover true root cause and design operations that drive their companies to higher levels of short-term and long-term effectiveness and competitiveness.

Who Should Attend: The course is designed for any manager, executive, internal consultant or organizational specialist that is responsible for analyzing, designing, leading and/or managing business operations.

Course Length: 3 days

Student Materials: *The Analysis and Design of Successful Organizations*
Participant Guide, 295 pages

Benefits



- Collect the right data at the right time from the right sources, then apply a variety of analytical models and tools to analyze the data
- Identify root causes to business, structural, process and personnel problems
- Use a variety of theoretical and practical tools to analyze and design your business and/or function
- Analyze your business systemically to identify problems, assess effectiveness and efficiency, evaluate cross-functional alignment and integration, and assess the company's long-term and short-term operational potential
- Analyze the corporate life cycle level to determine whether your organization is experiencing normal or abnormal problems of growth
- Design your business or function to be both efficient and effective over the short-term and long term
- Apply sound and tested principles to the detailed design of your operation
- Manage the change process effectively when re-designing business operations



Analyzing and Designing Successful Organizations (cont'd)

What You Will Learn

- Identify key symptoms that point to a systemic change or problem that needs to be addressed
- Select and apply appropriate analytical tools to accurately diagnose the situation and determine root cause
- Use detailed phases of an operations and organizational assessment project to guide you in the order of operations for analyzing business problems
- Design data collection methodologies including identification of data sources, interview protocols and data collection tool
- Analyze and design solutions in an integrated systems model addressing business systems, organizational systems and human systems
- Conduct a 60/20/20 analysis to isolate for root cause in the structural, process and human systems areas
- Analyze and design charters to align authority, power and influence responsibilities
- Design business models and operations to create systemic balance and effective decision-making capability
- Design an operation or function to drive the enterprise into higher levels of its evolution and effectiveness
- Create productive business conflict and eliminate destructive conflict to drive the growth of the business
- Use operational mapping tools to model activities, uncover inefficiencies, identify ineffectiveness activities, and to design improved operations