Strategic Organizational Design and Change Leadership Training Course

Ref: #HR6305

Course Introduction / Overview:

This course provides a comprehensive framework for mastering the intertwined disciplines of organizational design and change management. In today's volatile business environment, the ability to realign organizational structure with strategic goals and lead teams through transformation is a critical leadership competency. This program moves beyond theoretical concepts to offer practical tools and strategies for diagnosing organizational issues, designing effective structures, and implementing sustainable change. We will explore seminal works, such as John P. Kotter's "Leading Change," to understand the core principles of successful transformation. Participants will learn to navigate the complexities of change, from managing resistance to fostering a culture of adaptability. BIG BEN Training Center has developed this curriculum to empower leaders to not only manage change but to proactively shape their organizations for future success. This course is an immersive journey into building resilient, agile, and high-performing organizations by integrating strategic design with masterful change leadership.

Target Audience / This training course is suitable for:

- Human Resources Managers and Professionals.
- Organizational Development Practitioners.
- Senior and Middle-Level Managers.
- Team Leaders and Supervisors.
- Project and Program Managers.
- Change Management Consultants.
- Strategy and Corporate Planning Executives.
- Operations Managers.

Target Sectors and Industries:

- Banking and Financial Services.
- Information Technology and Telecommunications.
- Healthcare and Pharmaceuticals.
- Manufacturing and Engineering.
- Retail and Consumer Goods.
- Governmental Agencies and Public Sector Organizations.
- Consulting and Professional Services.
- Non-Profit Organizations.

Target Organizations Departments:

- Human Resources and Talent Management.
- Strategy and Business Development.
- Operations and Production.
- Project Management Office (PMO).
- Information Technology.
- Finance and Administration.
- Customer Service and Support.
- Marketing and Sales.

Course Offerings:

By the end of this course, the participants will have able to:

- Analyze and diagnose the effectiveness of current organizational structures.
- Apply key organizational design models like the Star Model and the 7S Framework.
- Develop a robust business case for organizational change initiatives.
- Utilize established change management models such as Kotter's 8-Step Process and ADKAR.
- Create effective communication plans to manage stakeholders during transitions.
- Identify and manage resistance to change through proactive strategies.
- Lead teams effectively through periods of uncertainty and transformation.
- Design agile organizational structures that support innovation and growth.
- Measure the success and impact of change initiatives using key performance indicators.
- Foster an organizational culture that embraces continuous improvement and change.

Course Methodology:

The training methodology at BIG BEN Training Center is designed to be highly interactive, experiential, and participant-centered. We believe that adult learning is most effective when it combines theoretical knowledge with practical application. This course will utilize a blend of expert-led presentations, real-world case study analyses, and interactive group discussions to facilitate deep understanding. Participants will engage in hands-on exercises, simulations, and role-playing scenarios that mirror the challenges of organizational design and change. A significant portion of the course is dedicated to collaborative workshops where attendees can apply concepts to their own organizational contexts. Peer-to-peer learning is highly encouraged, and structured feedback sessions will provide valuable insights. Our approach ensures that participants leave not just with knowledge, but with the confidence and skills to implement effective change strategies within their own organizations.

Course Agenda (Course Units):

Unit One: Foundations of Organizational Design

- The strategic importance of organizational design.
- Key components of organizational structure.
- Exploring classic and contemporary design models.
- Galbraith's Star Model for organizational alignment.
- The McKinsey 7S Framework for holistic analysis.
- Linking organizational design to business strategy and performance.
- Diagnosing organizational health and effectiveness.

Unit Two: Principles of Change Management

- Understanding the nature and dynamics of organizational change.
- The psychological impact of change on employees.
- Lewin's Three-Stage Model of Change (Unfreeze, Change, Refreeze).
- John P. Kotter's 8-Step Process for Leading Change.
- The Prosci ADKAR Model for individual change management.
- Differentiating between change management and change leadership.
- Building a compelling vision and case for change.

Unit Three: The Human Element in Transformation

- Identifying and engaging key stakeholders.
- Developing a strategic change communication plan.
- Techniques for managing and overcoming resistance to change.
- Building resilience in teams and individuals.
- The role of leadership in sponsoring and championing change.
- Fostering employee engagement and motivation during transitions.
- Creating and nurturing a change-ready organizational culture.

Unit Four: Designing for Agility and the Future

- Principles of agile organizational design.
- Moving from traditional hierarchies to networks and teams.
- Designing structures that support digital transformation.
- The impact of technology on organizational design and work processes.
- Aligning talent management practices with new organizational designs.
- Scenario planning for future organizational needs.
- Case studies of successful organizational redesigns.

Unit Five: Implementing and Sustaining Change

- Developing a comprehensive change implementation roadmap.
- Defining roles and responsibilities in the change process.
- Establishing metrics and KPIs to track change progress.
- Techniques for anchoring change in the organization's culture.
- Conducting post-implementation reviews and lessons learned.
- Strategies for ensuring the long-term sustainability of change.
- Personal action planning for leading change initiatives.

FAQ:

Qualifications required for registering to this course?

There are no requirements.

How long is each daily session, and what is the total number of training hours for the course?

This training course spans five days, with daily sessions ranging between 4 to 5 hours, including breaks and interactive activities, bringing the total duration to 20 - 25 training hours.

Something to think about:

How can leaders effectively balance the need for structural stability with the constant demand for organizational agility and change?

What unique qualities does this course offer compared to other courses?

This course distinguishes itself by holistically integrating the two critical disciplines of organizational design and change management, treating them not as separate functions but as two sides of the same coin. While many programs focus on one or the other, our curriculum is built on the premise that a brilliant organizational design is useless without effective change leadership to implement it, and change initiatives often fail without a clear structural vision. We move beyond purely theoretical models to emphasize the practical leadership skills required to navigate the human side of transformation. The content is uniquely forward-looking, with a strong focus on designing for agility and digital transformation, preparing participants for the challenges of the modern business landscape. Rather than just presenting tools, we foster a strategic mindset, enabling leaders to diagnose complex organizational issues, design bespoke solutions, and inspire their teams to embrace a future of continuous evolution. The emphasis on case studies and peer-to-peer learning ensures that insights are grounded in real-world application.