



Designing 'Lean & Agile' Organizations

Duration: 2 days

Target audience: Organization development specialists, Leadership development executives, General managers & Change project leaders

Objectives

- > Consider key drivers of efficient & effective organizations
- > Explore the nature of 'lean & agile' structures, and possible trade-offs between leanness versus agility
- > Introduce the tools for analysing, measuring and designing 'lean & agile' structures
- > Learn from relevant case studies
- > Apply some of these tools to your organization

Outcomes

For organizations

- > Common agenda about the connection between strategy, people and structures
- > Shape the business case for 'lean and agile' organizational change

For individuals

- > Develops senior management capability to make better choices about structural change
- > Builds internal consultancy capability to support business change



Content

- > What is Organization Design?
- > What does 'Lean & Agile' mean?
- > Tools for Organization Design:
 - Five Basis for Departments
 - Fit Drivers & Good Design Principles
 - 'Simple v Complex' Structures and Unit Types
 - Decision Making Accountability Levels
 - 'Lean & Agile' Layers and Spans
- > Case studies of innovative organization models
- > The role of the internal consultant

Learning approach

Learning in Practice – applying learning to your organization through:

- > Expert input and facilitation
- > Diagnosis of company-specific scenarios provided by the participants
- > Definition of work-based action learning projects
- > Option of post-program expert support to aid implementation

Next steps

To find out more about this sample program please contact us by email at:

- > info@gtnworld.net



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