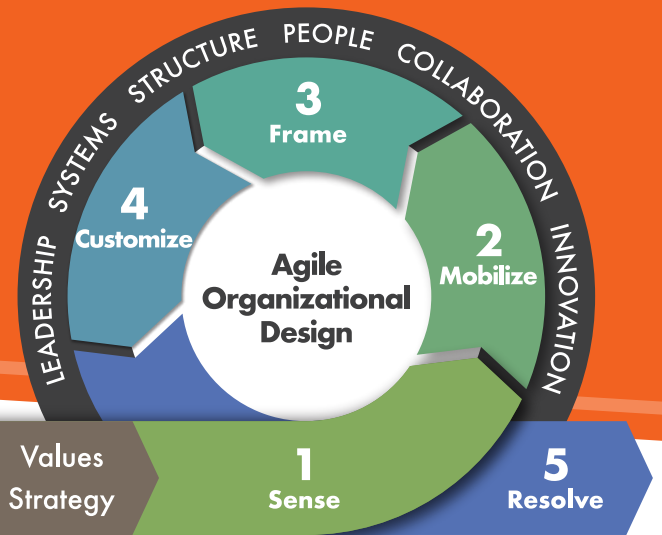# Mastering Agile Organizational Design Certification

Designing Agile, Adaptive and Responsive Organizations

Purpose

To equip executives and professionals to learn to...

ASSESS:
» Organizational strategic direction and context
» Current organizational constructs
» Internal and external factors impacting organizational agility, adaptability and responsiveness
» Goal planning and achievement
» Role of technology in business processes

DESIGN:
» Ensure alignment between strategy, organizational constructs and internal & external factors
» Initial high-level models for possible courses of action (COAs)
» Roles, accountabilities, support, consulted and informed (RASCI) charts
» Teams, collaboration and coordination
» Innovation and learning organizations

DEPLOY:
» Organizational measure of effectiveness
» Integration and evaluation of each proposed design
» Transition planning of new operating model
» Design approaches for changing management styles

Course Overview

This certification program trains professionals to construct high-performing, agile and responsive organizations. Course participants will learn how to anticipate and overcome changing landscapes and unforeseeable obstacles through innovation, collaboration and systems integration with continuous feedback loops.

Course Format

Three full days of lively interactive instruction, including breakout groups, learning partner discussions and application exercises.

Program is offered in three great options:

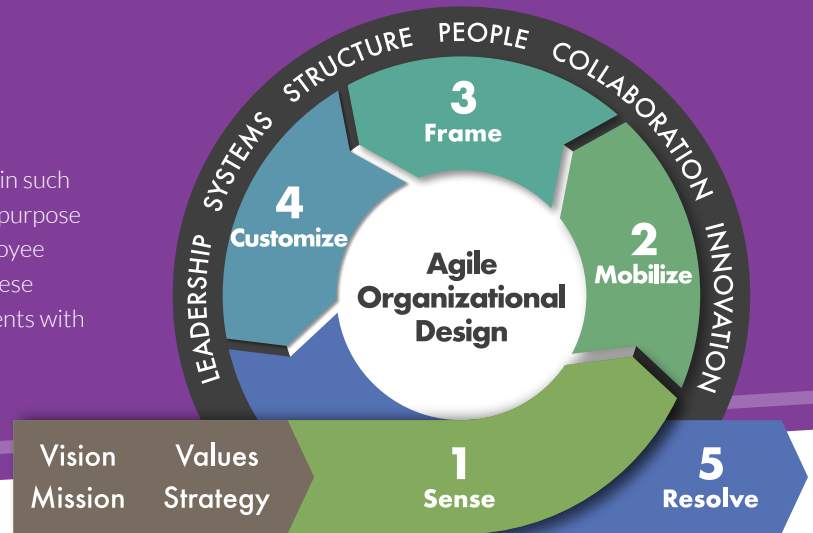» In-Person   » Online   » Hybrid In-Person & Online

You Should Attend If...

» Your organization's external operating context and environment are volatile and/or uncertain
» You need to better understand the role and impacts of AI, process automation, sustainability and other trends
» Your organization is losing market share
» You are encountering a "Burning Platform" crisis
» Your organizational performance is falling behind projections
» Your organization is not executing your strategy

Why LBL Strategies?

» Our trainers have a combined 150 years' consulting and training experience in serving international businesses and public sector organizations
» Internationally recognized subject matter expert(s) in organizational design
» Recognized leader in organizational strategy development and execution
» 35 years' experience offering university and/or association sponsored certification/certificate programs

LBL STRATEGIES
look before you leap

Center for Excellence in Public Leadership
THE GEORGE WASHINGTON UNIVERSITY

Mastering Agile OD: Learning Objectives

An organization's design is the arrangement of its components in such a way that it can effectively and efficiently achieve its business purpose and strategy while delivering a high quality customer and employee experience. This course teaches the practice of constructing these arrangements and involves aligning the design and its components with the strategy, while building trust among key stakeholders.

Agile Organizational Design

STRUCTURE · PEOPLE · COLLABORATION · INNOVATION · LEADERSHIP · SYSTEMS

- 3 Frame
- 4 Customize
- 2 Mobilize
- Vision / Mission
- Values / Strategy
- 1 Sense
- 5 Resolve

Participants will learn:

Theory and Methodology

KEY ORGANIZATION DESIGN CONCEPTS & PRINCIPLES
» Strategy analysis
» Context, intent and alignment
» Organization systems theory
» Organizational complexity and volatility
» Theory and practice of individual and organizational agility

CULTURE, STRATEGY, AND DESIGN METHODS
» Diagnosing culture
» The requirements that strategy places on culture
» The pros and cons of different organization construction approaches
» Selecting the right approach for the current culture

Certification of Learning and Resulting Skill Levels

SKILLS ASSESSMENT
» Establishing a baseline for each participant
» Evaluating the breadth and depth of their resulting toolkit
» Identifying additional skills to fully develop their credentials
» Exploring future trends in organization constructs for building in flexibility and scalability, for example, the impact of robotic automated processes, artificial intelligence, big data and analytics.

5 Stages to Designing Agile, Adaptive and Responsive Organizations

STAGE 1 SENSE
» Tools for recognizing the strategic context
» Analyzing the current situation

STAGE 2 MOBILIZE
» Helping leaders build a business case for change to gain support
» Diagnosing the current culture against what the strategy requires
» Picking the best approach, chartering, and planning the design project
» Decision criteria for evaluating the organizational constructs

STAGE 3 FRAME
» Identifying and incorporating disruptive technologies
» Evaluating high-level operating models and choosing the right one
» Plan for broadening involvement and detailed design

STAGE 4 CUSTOMIZE
» Tools for translating workflows into roles and responsibilities
» Discerning manpower requirements
» Natural work unit groups
» Self-directing teams
» Designing teams of teams across network and system boundaries
» How best to coordinate across teams

STAGE 5 RESOLVE
» Tools for deploying the new organization construct
» Identifying and assigning issues
» Supporting the management of the resulting changes

For more information:
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