
Organisational Design: “It’s not working, let’s restructure”

Friday 9 November 2012, 8.30 am – 12.00 noon, Rydges Hotel Wellington

“Creating a new organisational structure is one of the toughest – and most politically explosive – challenges that an executive faces.”

Goold and Campbell (2002) in *Designing Effective Organisations*.

Workshop content

“I need to re-structure my team(s) and I need your help”. Sound familiar to you? Sometimes it’s difficult to know where to start and how to respond. Organisation design requires knowledge and skills to ensure the process has integrity and the outcome makes a difference. All too often a re-structure doesn’t equate to improved productivity or effectiveness, and lowered morale and cynicism overshadow the planned benefits.

Organisation design is the process of designing an organisational structure in response to external demands. It requires a systems perspective, ensuring alignment with strategy, business processes, culture, leadership, staff capability and performance management.

This workshop will provide you with an introduction to the questions and practical tools for organisation design, and the building blocks for partnering with the managers in your organisation.

Learning objectives

At the end of this workshop you will:

- Understand the wider systems perspective for organisation design
- Have been introduced to a range of typical organisational structures, for example functional, business units and matrix
- Be familiar with organisation design principles
- Understand how to use a practical tool to clarify role interdependencies
- Be able to ask the right questions

Who should attend

- HR and OD professionals and change managers who support line managers in an organisational design process
- Managers and leaders wanting to understand more about the topic

Workshop logistics

On 8 November we hold our annual Organisation Development Forum.

This workshop is scheduled as a post Forum event and is individually bookable.

9 November 2012 from 8.30 am – 12 noon.

Registration is available online at www.thoughtpartners.co.nz via the [OD Forum Registration Form](#).

Participants will receive a comprehensive workbook. Morning tea is included in the fee.

Fee \$450 per person + GST.

Workshop Presenter, Landa van den Berg



Consultant

LLM; Post Graduate Dip HR Management

Landa has been working as a consultant for 12 years, initially in the Netherlands with Hay Group until 2007 when she transferred to NZ. She joined Thought Partners in 2010. Her consulting work has been focused on change management, including organisation and job redesign assignments in large global companies and within the public

sector. This work always requires partnering with clients and includes facilitation of workshops and complex discussions with HR practitioners and senior managers.

Landa is a strong analytical thinker, combining an eye for detail with the capacity to see the bigger picture. Her legal training has proven to be a useful foundation for helping clients create clarity about systems, processes and accountabilities. She has a cooperative and facilitative style and is known for asking candid questions, and working with energy, rigour and incisiveness.

For more information please contact Thought Partners Ltd

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