

Certificate Program in Organization Design



Organization design is a critical organizational capability in today's dynamic global economy. The Center for Effective Organizations offers a **Certificate in Organization Design** for those interested in acquiring this important competency. The Certificate Program consists of the following three parts:

PART I:

Strategic Organization Design Workshop

June 2-5, 2009 (Los Angeles, CA)

The Organization Design Workshop overviews foundational organization design frameworks and organization design approaches to address the current design challenges of the dynamic global economy. This workshop can be taken as a stand-alone program, and it is a prerequisite for attending *Part II: Advanced Topics in Organization Design*.

Attendance at any previous offerings of this workshop fulfills the prerequisite.

This workshop will introduce participants to the following topics:

- Strategy and Design
- Designing the Lateral Organization
- Designing Human Capital Systems
- Organizing Around the Customer
- Designing Support Systems
- Innovation and Agility
- Designing Performance Management Systems
- Designing Implementation Processes

PART II:

Advanced Topics in Organization Design Workshop

October 27-30, 2009
(Los Angeles, CA)

This session is open only to individuals who have already attended *Part I: Strategic Organization Design Workshop* (or other CEO Organization Design Workshop). This workshop entails pre-reading, a project requiring participant design case preparation, and peer and faculty consultation about company projects. This program includes deeper exposure to the following topics:

Design Topics

- The Global Organization
- Designing for Innovation and Growth
- The Knowledge Organization
- Support Services
- Mergers and Acquisitions

Design Processes and Implementation

- Organizational Design Processes / Frameworks
- Implementation of New Designs

Participant Case Analyses and Peer Consulting

PART III:

Organization Design Project

In addition to attending the two workshops (Part I & II), participants are required to complete either a case study of an actual organization redesign, or a diagnosis and proposed new design of an organization in anticipation of future redesign. A standard format will be provided for the project. A draft of this individual or group project must be completed prior to attending the *Advanced Topics in Organizational Design Workshop*.

Coaching and feedback will be available between sessions and during the *Advanced Topics* workshop. The project must be completed by the end of the calendar year in which *Advanced Topics* is taken.

Note: In order to receive a certificate, all three parts must be completed.

Contact Information

Please contact Alice Yee Mark (amark@marshall.usc.edu) or Sue Mohrman (smohrman@marshall.usc.edu) by e-mail, or call (213) 740-9814

SPACE IS LIMITED – REGISTER EARLY!

(over)

Faculty

Susan A. Mohrman is a senior research scientist at the Center for Effective Organizations in the Marshall School of Business at the University of Southern California. Her research and consulting pertain to lateral organizations, knowledge based organizations and innovation, the implementation of new designs, and organizational design processes. Her books include *Designing Team-Based Organizations: New Forms for Knowledge Work*.

Christopher G. Worley is a research scientist at the Center for Effective Organizations at the Marshall School of Business at the University of Southern California. He is a recognized leader in the field of organization development. Prior to coming to CEO, he was Director of the Master of Science in Organization (MSOD) program at Pepperdine University and remains a primary faculty member in that program. He has authored over 30 articles, chapters, and presentations, and is co-author of *Integrated Strategic Change* and *Organization Development and Change*, the leading textbook on organization development.

Edward E. Lawler is the director of the Center for Effective Organizations and a professor of management and organization at the Marshall School of Business, University of Southern California. He has consulted with over 100 organizations on employee involvement, organizational change and compensation. He has been honored as a top contributor to the fields of organization development, organizational behavior, and compensation.

Testimonials

- *"This has been a great seminar. There was no part of any day that wasn't a 5 rating and extremely interesting throughout."*
- *"The Advanced Topics Organization Design Workshop anchored my learnings about organization design. Application of the fundamentals from the first session to a back-on-the-job case brings deeper understanding and skills."*
- *"One-on-one coaching and feedback ensured I was supported at each step. Learning from peers in multiple industries helps you see the core of the work, and it also developed great relationships that endure to this day."*
- *"The Advanced Topics Workshop pulled together the real-life application of skills to a business situation. Overall, one of my best professional development experiences ever."*
- *"I truly enjoyed this seminar. It gave me a chance to examine the complexity and systems view of my organization."*

More Information?

Click here to learn more about our Strategic Organization Design Workshop:
<http://ceo.usc.edu>

This workshop can also be taken as part of CEO's new Certificate in Human Capital and Effective Organizations. Click here to learn more:
<http://ceo.usc.edu/hceo>

Registration for Part II

Download a registration form from our website at http://ceo.usc.edu/seminar/advanced_topics_in_organization_6.html. You can register online or fax your completed registration form to (213) 740-4354.

Fee Information

Part I:

\$3,500 per person / Sponsor Companies

\$4,600 per person / Non-Sponsor Companies

Part II:

\$6,250 per person / Sponsor Companies

\$7,250 per person / Non-Sponsor Companies

Part III: (included with the Part II fees)

Location (Los Angeles)

Portofino Hotel

260 Portofino Way

Redondo Beach, CA 90277

Phone (310) 379-8481

Fax (310) 372-7329.

Upcoming Part I date:

February 2-5, 2010

Los Angeles

(Fees to be determined)



CEO Certificate Program in Organization Design

October 27-30, 2009

CERTIFICATE REGISTRATION FEE:
(FULL AMOUNT DUE ON OR BEFORE 8/27/09)

\$6,250 (CEO SPONSOR COMPANIES)
\$7,250 (NON-CEO SPONSOR COMPANIES)

I attended (or will attend) this Organization Design Workshop (Check one):

- | | | | | |
|---------------------------------------------|--------------------------------------------|-------------------------------------------|-------------------------------------------|------------------------------------------|
| <input type="checkbox"/> June 2-5, 2009 | <input type="checkbox"/> April 14-17, 2009 | <input type="checkbox"/> Sept 23-26, 2008 | <input type="checkbox"/> Feb 5-8, 2008 | <input type="checkbox"/> Nov 6-9, 2007 |
| <input type="checkbox"/> Feb 27-Mar 2, 2007 | <input type="checkbox"/> Nov 14-17, 2006 | <input type="checkbox"/> Feb 14-17, 2006 | <input type="checkbox"/> Nov 1-4, 2005 | <input type="checkbox"/> Nov 2-5, 2004 |
| <input type="checkbox"/> June 15-18, 2004 | <input type="checkbox"/> Nov 4-7, 2003 | <input type="checkbox"/> June 17-20, 2003 | <input type="checkbox"/> Nov 5-8, 2002 | <input type="checkbox"/> Feb 5-8, 2002 |
| <input type="checkbox"/> June 12-15, 2001 | <input type="checkbox"/> Nov 14-17, 2000 | <input type="checkbox"/> June 13-16, 2000 | <input type="checkbox"/> Sept 21-24, 1999 | <input type="checkbox"/> Apr 19-22, 1999 |
| <input type="checkbox"/> Sept 14-17, 1998 | | | | |

I am a participant in the HCEO Certificate Program.

PLEASE ATTACH A SHORT DESCRIPTION OF:

1. Your particular interests in the organizational design domain.
2. How you see yourself applying organizational design knowledge and in what kind of organizational settings.
3. The particular kinds of design problems your organization is confronting.

(Please type or print clearly) **Dr.** **Mr.** **Ms.**

Full Name: _____

Name Preferred on Name Tag (if different): _____

Title/Role: _____

Company: _____

Mailing Address: _____

Mail Stop/Code: _____

City: _____

State/Province: _____

Zip /Postal Code: _____

Country: _____

Telephone: () _____

Fax: () _____

E-mail Address: _____

PLEASE COMPLETE THE FOLLOWING INFORMATION:

I will/will not attend the **cocktail/dinner reception on Oct 27.**

Please select one: I prefer: Beef Chicken Fish Vegetarian

I will/will not have a box lunch on Friday, **Oct 30.**

PAYMENT IN ADVANCE IS REQUIRED. To pay by credit card, you must complete the credit card information and sign your registration form. Make checks payable to: **University of Southern California.**

Credit Card Payment

Card type: Visa MasterCard American Express Card Number: _____

Expiration Date: _____

Cardholder's Signature _____

RETURN REGISTRATION FORM TO:

Center for Effective Organizations
Marshall School of Business
University of Southern California
Los Angeles, CA 90089-0806
Fax: (213) 740-4354

CREDIT/CEUs

Advanced Topics in Organization Design
Workshop: 3 CEUs, Course # CEO-002,
Faculty: Sue Mohrman and Chris Worley

FOR OFFICE USE ONLY

Date entered: _____
Acknowledged: _____
Confirmation: _____
Cancelled: _____