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 <u>three</u> parts:

P A R T I:

Strategic Organization Design Workshop

November 14-17, 2017—Los Angeles, CA
February 6-9, 2018—Los Angeles, CA
November 13-6, 2018—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

P A R T II:

Advanced Topics in Organization Design Workshop

September 25-28, 2018—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

P A R T III:

Organization Design Project
(Part of the Adv Topics Workshop)

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 <u>must</u> 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 <u>three</u> 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

(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. Most recently, she is beginning to focus on the design of complex collaborations to foster sustainability. She also examines the research process itself, and how to create academic/company partnerships to yield useful knowledge. Her books include *Designing Team-Based Organizations: New Forms for Knowledge Work.*

Christopher G. Worley is a Senior 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. He is also a Professor of Strategy at the NEOMA Business School in France. The primary focus of his efforts has been on strategy formulation and implementation, organization design, and the longitudinal evaluation of strategic change. 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.

Testimonials

➢ *"This workshop has provided me with clarity that helped with my discussions at the workplace in relation to Organization Design."*

➢ *"The Organizational Design certificate program far exceeded my highest expectations … it teaches a blueprint to organize people resources to execute strategy flawlessly and has the right balance of theory, models and practical application. 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."*

➢ *"One of the best learning experiences I've had."*

➢ *"Thanks for the impact you have made on my thinking and application of organization design. I truly value your contribution to the Organization Design community."*

More Information?

Click here to learn more about our Strategic Organization Design Workshop: **http://ceo.usc.edu/certificate/organization_design.html**

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/certificate/hceo.html**

Registration for Part II

To register, contact Alice Mark at (213) 740-4354 or email her @ amark@marshall.usc.edu.

Fee Information (subject to change)

Part I:

$4,200 per person / Sponsor Companies

$5,250 per person / Non-Sponsor Companies

Part II:

$7,250 per person / Sponsor Companies

$8,500 per person / Non-Sponsor Companies

Part III: (included with the Part II fees)

Location:

(LOS ANGELES, CALIFORNIA)

Portofino Hotel—Redondo Beach, CA

http://www.hotelportofino.com/

UPCOMING CHANGE MANAGEMENT PROGRAM:

March 6-8, 2018
Hosted by McKesson
$2,850 Sponsors
$3,500 Non-Sponsors
San Francisco, CA

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