Center for Effective Organizations Organization Design Programs

Organization design has been a focus of research and teaching at the Center for Effective Organization (CEO) for the over 35 years. CEO researchers have contributed some of the foundational research on: high performance systems; team-based organizations and other lateral designs, collaboration; self-forming and planned networks; inter-organizational designs, organizing for knowledge leadership; customer focused designs; global designs; and, most recently, designs for agility and sustainability and design of the digitally enabled organization. Participants who attend both workshops (often referred to as Part I and Part II) and successfully complete a design project can receive a **Certificate in Organization Design**.

PART I

*Currently in its **20th year** with over **1,500 participants** …*

Strategic Organization Design Workshop

- Provides participants with **core principles, frameworks, models, and tools.**
- Using **Jay Galbraith's Star Model** of design as our starting point, we use examples from our research and consulting to address the core building blocks of design and to demonstrate how to put them together to support strategy.
- The program has also been **recently refreshed** to increase focus on the design challenges of an increasingly digital economy where work, change and design issues are merging.

This workshop provides foundational knowledge and frameworks of organization design, including:

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

Fees:
$4,200 per person / Sponsor Companies
$3,570 per person (15% team discount for teams of 3 or more)

$5,550 per person / Non-Sponsor Companies
$4,730 per person (15% team discount for teams of 3 or more)

Upcoming Dates:
November 13-16, 2018 (Los Angeles, CA)
March 5-8, 2019 (Minneapolis, MN)
November 19-22, 2019 (Los Angeles, CA)

PART II

*Currently in its **17th year** with over **450 participants** …*

Advanced Topics in Organization Design

- A **practicum-based course** in which participants receive coaching while working through a real design challenge
- Participants learn from each other as theiir projects are shared and discussed during the workshop. **Peer feedback** being one of the key components.
- Over 250 participants and companies from Asia, Europe, the Middle East and South America have attended this program.

This program includes deeper exposure to the following topics:

- The Global Organization
- Designing for Innovation and Growth
- The Knowledge Organization
- Support Services
- Mergers and Acquisitions
- Network Organizations
- Designing digitally enabled organizations
- Design Processes and Implementation
- Implementation of New Designs
- Large Group Design Processes

Fees:
$7,250 per person/Sponsor Companies
$6,163 per person (15% team discount for teams of 2 or more working on the same design project)

$8,500 per person/Non-Sponsor Companies
$7,225 per person (15% team discount for teams of 2 or more working on the same design project).

Upcoming Dates:
September 25-28, 2018 (Los Angeles, CA)

CEO — CENTER FOR EFFECTIVE ORGANIZATIONS

Faculty Co-directors and Guest Speaker

Christopher Worley
cworley@marshall.usc.edu

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.

Susan Mohrman
smohrman@marshall.usc.edu

Senior Research Scientist at the Center for Effective Organizations in the Marshall School of Business at the University of Southern California. She is widely known for her research in the area of organization design and effectiveness and on large-scale change. She has focused on the design of knowledge-based firms and knowledge creating systems and complex laterally linked organizations. Most recently, she has been focusing on the design of complex collaborations to foster sustainability.

Beth Gunderson
beth.gunderson@minikahdapartners.com

Executive Fellow at the Center for Effective Organizations in the Marshall School of Business at the University of Southern California. Last year she joined Chris and Sue as another instructor in their Strategic Organization Design Workshop and Adapting to Disruption Workshop. Most recently Beth was Senior Director of Organization Capabilities at General Mills.

Becky Spears
becky.spears@oracle.com

Guest Speaker and Leader of the OD Consulting Practice in Oracle's OTD (Organization Talent & Development) Group). OTD global solutions include Organization Strategy, Assessment, and Design; Organization Agility and Change Leadership; Team Effectiveness; Talent Management; Leadership and Professional Development; Oracle Women's Leadership (OWL); Top Talent Development; HCM Enablement; and HR Communications and Information Services.

Contact Information about the Workshops and Certificate in Organization Design

Alice Yee Mark (amark@marshall.usc.edu) is the Administrative Director of the Organization Design Certificate Program, and leads the Research Services group that provides technical and project management support for CEO's research projects. Alice can also be reached at (213) 740-9814.

SPACE IS LIMITED – REGISTER EARLY
http://ceo.usc.edu

Testimonials about the Organizational Design Certificate Program:

➤ *"These workshops provide you with a methodology and process for doing org design in a systematic way, and learning from others in class with varying industry experience and different expertise.*

➤ *"The Organizational Design certificate program far exceeded my highest expectations … it teaches a blueprint to organize 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."*