

## ORGANISATION DEVELOPMENT & DESIGN

### Overview

This programme addresses the links between strategy and organisation design and development. In this era of unprecedented environmental turbulence in South Africa as well as throughout Africa, it is becoming increasingly important for managers from both the public and private sectors to be able to link organisational and people strategy to key business objectives.

### Duration

Three days

### Outline

The following topics are covered on the Organisation Development & Design Programme:

1. Strategic Thinking in Organisational Design & Development
2. Organisational Frameworks for Engaging Stakeholders
3. Key Elements of Strategic Conversations
4. Role of People Strategy in Organisational Development
5. Internal Assessment of Competencies & Capabilities
6. External Assessment of Operating Environment
7. Implications for Organisational Structures and Design
8. Optimising Strategic Alignment: Leadership, Culture & Customers
9. Future Positioning: Vision & Strategic Intent
10. Taking Action: Strategic Leverage & Managing Change

### Approach

The programme introduces a framework for engaging with strategy, and a powerful set of models and tools for strategic conversations on each of the topics detailed in the outline, above. Cases, videos, discussion themes and reflective analysis are used to anchor key concepts. A video-based situation analysis provides an entertaining and thought-provoking overview of the programme on day 3.

### Outcomes

On completion of this programme, the participant will be better equipped to:

1. Know and apply a strategic framework to optimise organisational alignment
2. Apply tools and techniques that will help them to strategically transform their organisations
3. Address the key leverage areas for organisation development
4. Consider the implications for organisation structures and organisation design

5. Position themselves most effectively in terms of people strategy in relation to organisational development

### **Why IC Growth Group**

The IC Growth Group has been providing executive development programmes for over a decade, in association with leading business schools. All IC Growth Group programmes include the best of business school teaching and thinking, and go further in customisation and relationship management, with options for related strategic insights research and change interventions. IC Growth Group short programmes, with business school partnerships, offer certificates of attendance on completion. Further, delegates who wish to obtain a university-issued certificate of competence on this topic can do so by successfully completing an assignment set by the lecturers after the programme.

### **Lecturers & Facilitators**

The IC Growth Group has a highly experienced and expert faculty, all of whom are seasoned business school educators, researchers and professional consultants. Please visit our website, at [www.icgrowth.co.za](http://www.icgrowth.co.za) to view the CV summaries of our Forum of lecturers and facilitators.

The Organisation Development & Design Programme is devised and led by IC Growth Group Faculty. Variations of this programme have been offered around the world to great acclaim.

### **Business School Accreditation**

Upon approval, certificates of attendance from Rhodes Business School, Rhodes University, are offered to all those completing this programme. The programme is delivered at NQF Level 6.

### **Certificate of Competence Option**

Rhodes Business School also offers the option for delegates to obtain a certificate of competence for this programme, on completion of a written assignment that receives a passing assessment by the lecturer, following the attendance of the programme.

## **Programme Pricing 2012**

### Open programme

If this programme is offered as an open programme, where delegates may enrol from more than one organisation, the following fees apply (open programmes only run with a minimum of 12 delegates enrolled):

Single enrolment: R10,500

Two or more enrolments from 1 organisation: R10,000 / delegate

*The fee includes catering during the programme and course-packs and materials.*

### In-company

If this programme is run for your organisation on an in-company basis, the following fees apply (excluding VAT):

For the first 10 delegates – R95,000

For additional delegates from 11 to 15: R7,500 per delegate

For additional delegates from 16 to 20: R7,000 per delegate

For additional delegates from 21 to 35: R6,500 per delegate

A maximum of 35 delegates is advised for this programme.

*The programme fee includes an allowance for some customisation of the programme to address organisation needs and circumstances. The fee also includes the cost of course-packs and materials.*

*The organisation is responsible for the venue, equipment, catering, and travel and accommodation for out of town lecturers.*

## **IC Growth Group Workshop Option**

Should you be interested in running a workshop or consulting intervention for your organisation on the topics covered in this programme, please ask us about our competitive pricing to customise an approach that addresses your specific needs. University certificates are not issued with the workshop option, unless it runs as an in-company programme, as defined above.

## Open Programme Application Form

Please complete an application form for each individual delegate. For in-company programmes, please contact us using the contact details below.

### Short Course/Public Programme Application

Surname :

Names (Full Names) :

Title :

### Personal Details

Gender :

Home Language :

SA Identity Number/ Passport No :

Address :

Postal Address :

Contact Number/s :

Email Address :

I hereby certify that the information provided in this contract is accurate and complete in all respects. I will ensure that payment in full is made before the commencement of the programme. Please fax/email application & proof of payment to 021 465 5722/ Shariefa@infochoice.co.za

Signature of Applicant

Date Signed.

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## Contact us

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