

# Participative Organisation Design (*Virtual Development Programme*)

## Who is this for?

This programme is designed for OD, HR and change practitioners, internal consultants and managers responsible for organisation design processes

Participants will develop:

- The ability to take a strategic approach to organisation design
- Greater understanding of organisation design approaches
- Competence with organisational design tools and methodologies, both virtually and face to face
- Confidence to navigate questions of authority and power in organisation design processes
- Clarity on the critical success factors and risks in org design implementation

## Programme Description

This development programme is for organisations and individuals who want to build organisation design capability. It helps internal consultants and organisational leaders to

- identify the strategic imperatives and critical design principles,
- evaluate their existing designs, create options and make reasoned choices.
- undertake design process in a rigorous and participative manner
- prepare for the challenges and dilemmas involved in realising the benefits of a new design

The program is run virtually, in 4 half day sessions, and is facilitated by two Metalogue Partners.

## Participative Organisation Design

To enquire about prices and upcoming dates please contact [contact@metalogue.co.uk](mailto:contact@metalogue.co.uk)

## Session 1 & 2

First steps into organisation design  
(Star Model & Operating Model)

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Applying the Language of Role framework  
for designing organisations

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Developing simple structures

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Evaluating structures: Design Principles

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Evaluating structures: Nine Tests of Design  
& Fit (Campbell & Goold)

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## Session 3 & 4

Application clinic / routes into the work

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Developing hybrid structures

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Decision-making to test the structure

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Transition & implementation:  
bringing the design to life

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Review & Action Planning

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