

Lead Your Organization's Transformation with Confidence

RBL's Organizational Design Consultant Certification Process



❖ PROGRAM OVERVIEW

One of the HR Professional's core competencies is to design the organization to get the desired results amidst the turmoil of changing markets, economies and strategic priorities. RBL's certification process is a time-proven approach to increase your organization design skills in a short period of time.

Graduates of this certification process have led organizational transformations such as:

- Realigning Proctor & Gamble and Walmart systems to optimize product delivery from the production floor to the store shelf. Both partners realized a 50 percent increase in volume sold and profits realized as a result.
- Realigning a Canadian company's central support to nine business units to grow the company's EBITDA from \$3 million to \$37 million in three years.

❖ KEY TAKEAWAYS

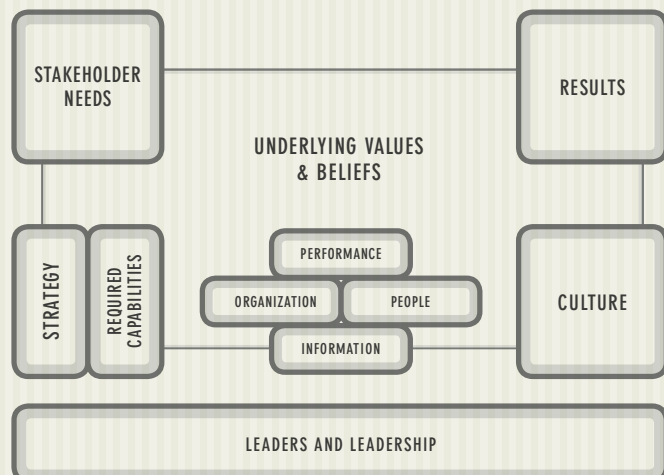
By participating in this process, you will come away with:

1. Increased diagnostic skills to better understand root causes of poor results and great results.
2. New strategies and tools to improve the whole system.
3. Experience as a leader/facilitator of diagnosis and design processes.
4. A broader network of professional colleagues with whom to synergize in the future.
5. A collection of best practices for handling dilemmas like those facing your organization.
6. Greater confidence that the few things you choose to change in the organization will actually make a difference in results—and be sustainable.

❖ GUIDING FRAMEWORK

The framework for the certification process is the Organizational Systems Model, a tool that many have found to be profound in its utility for addressing complex organizational issues. You will learn how to use the framework:

- To diagnose how all of the elements interact to produce today's results.
- To select the right tools and approaches to design for better results.



❖ INTERACTIVE LEARNING COMMUNITY

Our approach is one of learning by doing.

1. You will gain experience in three critical roles: presenter, participant, and group facilitator.
2. We will simulate a comprehensive, real-world organizational scenario that requires skillful diagnosis, design, and strategic implementation.
3. In each simulation, you will be a participant in the design work to be done and will also facilitate your group in some of the specific tasks. Debriefs will always consider the perspectives of the participant, facilitator, and consultant.



❖ WHY OUR APPROACH IS DIFFERENT

No doubt you have had some previous organization design training, just like many of our clients. As you have tried to apply your design tools to difficult organizational dilemmas, you may have experienced that things didn't go as smoothly as in the workshop. Because of our total package (the tools we offer, the intense experiences in the many simulations, and the after-workshop coaching), you will come away with a deeper skill level and a wider coaching network to exceed your past results.

This certification process will enable you to design your organization to get the results it needs. Enroll now to prepare yourself for the next great organizational challenge.

❖ CERTIFICATION PROCESS

The certification process is anchored by five workshop days spanning two sessions. Session I is three days followed by a two-day Session II. You will have approximately eight weeks between sessions to apply your learning with an actual client group.

Each session will be limited to 25 participants from top global companies to maximize your personal learning. We expect these slots to fill quickly.

AGENDA

Session I focuses on building your skills as a presenter and consultant for diagnosis and design:

Day One

- Introductions and Overview
- Presenting the OSM Framework to Others
- Presentation Practice

Day Two

- Organizational Lifecycles and the Survival Code
- Design Simulation: Strategy & Organizational Capabilities
- Design Tools for Effective Organizations

Day Three

- Design Simulation: People Systems
- Organizational Viruses
- Design Simulation: Eliminating a Virus
- Shaping an Effective Implementation Plan

(Break)

- Diagnosis Simulation:
 - Understanding causes and effects in a complex system
 - Revealing underlying values and beliefs
 - Choosing priorities for change

- Design Simulation: Organization (Processes and Structure)
- Design Simulation: Performance Systems
- Design Simulation: Information Systems

- Design Simulation: Sharing an Implementation Plan with Others
- Planning and Pework for Session II

Session II is two days and will focus on questions and issues from the interim period and best practices from many industries and cultures.

COST AND REGISTRATION

Cost per person is \$5000. This includes:

- Participation in Sessions I and II.
- Three hours of post-certification coaching.
- A complete set of consultant and participant materials.
- A one-year license fee that permits the company unlimited use of the participant materials internally. (This fee is renewable each year for \$3,000.)

For more information or to enroll now:

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