

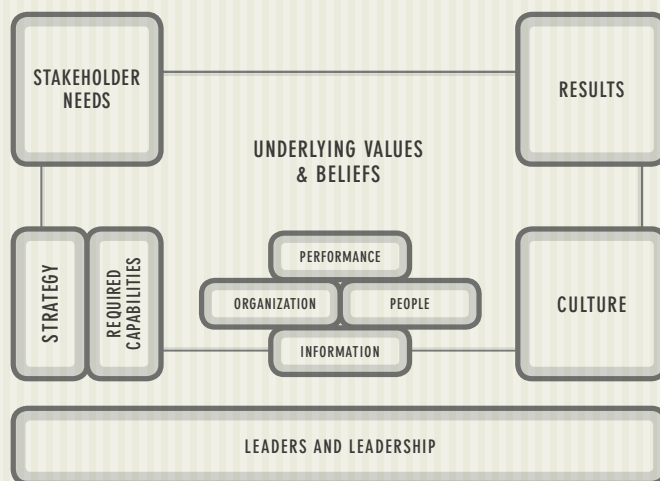
Improving Your Organization's Results

An Organizational Diagnosis and Design Workshop



This workshop is for business managers and HR managers who want to better understand how to change a complex organization to improve its results. The approach used in this session can be used to improve any organizational dilemma at any level.

The workshop is designed to let you diagnose a real-world dilemma and strategize a whole systems improvement plan. In subgroups you will learn to see the “little things” that are often invisible to managers, but prove to be major barriers to improvements. You will consider some principles of an organizational survival code as well as the priorities for change from your diagnosis to shape an improvement plan that will deliver better results.



✘ 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.

✘ PROGRAM OBJECTIVES

- Increase your diagnostic skills to better understand how your organization really operates
- Learn some strategies and tools to improve the whole system and its results
- Develop greater confidence that the few things you choose to change in the organization will actually make a difference in results

CHICAGO May 15-16 | **BERLIN** July 17-18 | **PARK CITY** October 9-10

✘ TWO-DAY PROGRAM AGENDA

Day One

1. Welcome, Introductions, Program Agenda
2. Review the business dilemmas
3. Organization Exercise (in small groups)
4. Overview of the Organizational Systems Model and discussion of organizational blind spots
5. The Processes of Diagnosis and Design
6. Small groups diagnose a case study (taken from the real world)
7. Debrief the case study
8. Actual Business Dilemma Diagnosis
 - Individuals diagnose one back-home business dilemma
 - Coaching pairs review each other's work and suggest how to improve/utilize it
9. Diagnosis Questions & Answers
10. Wrap Up

Day Two

1. Review Day 1; set today's agenda
2. Designing for High Performance (overview)
3. The Organizational Survival Code
 - Lifecycles of organizations: patterns of peaks and valleys that reoccur even in the best companies
 - Natural Laws that define the Organizational Survival Code
4. High Performance Design Tools for setting direction and aligning organization, performance, information and people
5. Group Design Exercise: each subgroup recommends design changes base on their diagnosis from Day 1
6. Debrief design work; critique recommendations based on the Organizational Survival Code
7. Organizational Viruses
 - Identify some common corporate viruses and small groups identify some counter measures to stop them
8. Design Questions and Answers
9. Wrap Up

✘ FOR MORE INFORMATION

- Contact Kaylene Allsop at +1-801-616-5427 or kallsop@rbl.net.