

# Organisation Design for HR Partners

## One-Day Workshop



### Summary

A key part of any HR Business Partner role is to facilitate organisation structure reviews and advise on organisational design. Whether it is an individual function or across the whole organisation - growth, (either organic or through merger and acquisition), pressure on operating costs and changes in strategy or market conditions, means no structure stays the same indefinitely. Regular structural health checks are to be recommended. Having people organised in the most effective structures, doing the right work in the right way, is the key to success.

The workshop is aimed at HR Business Partners, HR Directors and Consultants who want to become more involved in facilitating changes in organisational architecture. It will give you the confidence, tools and techniques to take part in design debates and to facilitate redesign workshops with senior managers.

### Workshop Details

The price is £450 per person. A 10% discount is offered on a second place booked and invoiced at the same time.

To book your place, please email [Shirley.Dalziel@develop.uk.com](mailto:Shirley.Dalziel@develop.uk.com), and for more information, please call Shirley on 07740 737 739.

### This workshop will enable you to:

- Actively contribute to organisational design debates
- Facilitate and lead redesign forums and workshops
- Advise on appropriate forms of structure for different organisational and departmental strategies being pursued
- Review structural design options and select the most appropriate
- Understand the key principles of organisational design
- Know how to organise a structural review team
- Increase your credibility as a strategic HR Business Partner

### Contents will include:

- Different types of organisation structures for different purposes; their strengths and weaknesses
- Key principles of organisation design
- Implications of design on motivation, rewards, development and career opportunities
- Implications of strategy on design
- Identifying key integrating mechanisms
- Process of reviewing structure with managers
- Mapping organisational processes
- Identifying design blockages
- Project managing redesign teams
- Action planning to implement your new learning