

Certified Facilitator in Organizational Design



To successfully become a Certified Facilitator in Organizational Design (CFOD), you must attend the 3-day course, undertake a practical organizational design effort and provide a portfolio of evidence demonstrating application of the knowledge.

Program Objectives:

- *Understand the fundamental principles of organizational design,*
- *Learn how to differentiate and design different organizational structures,*
- *Gain insight, tools, and techniques to successfully deliver organizational design.*

Gaining the knowledge

Day 1: Foundations in Organizational Design

- Explore what is included in Organizational Design
- Analyze key elements of change within organizations using Lego® Serious Play® methods
- Understand traditional, contemporary, and progressive organizational structures
- Learn the journey of evolving organizational design
- Gain an overview of key levers for practical design approaches

Day 2: Principles to Prepare for (re)Designing an Organization

- Understand key principles to consider in preparing for organizational design
- Learn how to capture the future state needs of the organization
- Reflect on the strategic and human needs for organizational design
- Create implementation and adoption plans for organizational design
- Connect the outputs and outcomes for change to be delivered successfully

Using the knowledge

Day 3: Delivering an Organizational Design

- Use tools and techniques to follow the organizational design journey
- Create a strategy and approach for delivering a new design of an organization
- understand the relationships, risks, and requirements to make a new design successful

The Portfolio Submission

When you have successfully completed all three days of the course you will be required to apply the knowledge to an organizational design effort.

A portfolio of documentation and supporting narrative demonstrating application of learning gained as it applies to your chosen event is to be submitted 125 days after Day 3 workshop.

Who needs to be a Certified Facilitator in Organizational Design (CFOD)?

This program will be particularly beneficial for those who have been asked to undertake a team realignment, structural reorganization, or any change agent with responsibility for supporting cultural and organizational changes as part of their work. This will typically include:

- Change Managers, Analysts, Consultants & Facilitators
- Business Analysts and Organizational Analysts
- HR Managers & Business Partners
- Operational, Functional & Process Managers
- Directors & Business Leads
- Organizational Development Specialists, Managers & Partners
- Learning & Development Managers and Facilitators
- Organizational Effectiveness Managers, Consultants & Leads

Register at: www.capillarylearning.com for your preferred workshop.



CHANGE THINKING

Contact Us

Phone: 1-647-947-8427

Email: info@capillarylearning.com

