



Derek Hendrikz Presents:

Organisational Design – an Orgamatics™ Perspective

*An advanced workshop in designing organisational structure,
which will ensure a relevant and performing organisation*

About the Workshop:

To succeed, any organisation must thrive in a fast changing and dynamic world. This means that much of what you know about corporate design, might be obsolete! Research shows that old ways of developing corporate structure will not sustain the growth and change that many organisations need. The workshop is based on Orgamatics™, which is a scientific method that one can use to design any organisational structure. Our aim with this training is to give; explain; and show, the best international practice of organisational design. It is therefore imperative that any person who works in this field must attend this workshop.

[Derek Hendrikz](#) will run this masterclass. He is the creator of Orgamatics™, and in this field, he has done several consulting projects for both private and public institutions in 27 countries worldwide. Derek will share his experience, and in doing so, he will teach participants the art of choosing a model, and then creating a structure that will aid a relevant and performing organisation™ (RPO).

Orgamatics™ is the science of organisation, in which we aim to find ways that can measure the variables which drive any system. In so, we devise organisational structures in a systematic and scientific way, so that it will enhance strategy; performance; risk, culture; etc. Orgamatics™ has four root theories, which we teach during the work session. Jointly they give the best global practice on methods of organisational design. We start by teaching participants how to develop a process construct™, which they then learn to translate to a human role structure. The approach is practical, and will help participants to grasp their organisations with a depth that is beyond former knowledge. Also, we work with the basic construct types that distinct of organisations have..

Organisational design from a Orgamatics™ perspective, will focus on three things, as listed below. We have designed the programme outlay around these three outcomes.

1. Creating a process construct – “Build a Foundation”;
2. Creating a structure – “Give it a Shape”; and
3. Creating a culture – “Bring it to Life”.

Programme:

Time:	Day 1: Build a foundation	Day 2: Give it a shape	Day 3: Bring it to Life
08:30-09:00	<i>Workshop Registration</i>		
09:00-10:30	Grasping Orgamatics and its relation to organisational design.	Translating your process construct to a structure.	Grasping the anatomy of culture.
10:30-11:00	<i>Convenience Break</i>		
11:00-12:30	The relevant and performing organisation (RPO).	Designing the structure.	Developing and implementing a culture.
12:30-13:30	<i>Lunch</i>		
13:30-15:00	Developing a process construct.	Locating accountability and of a structure within the process construct.	Leadership in structural design.
15:00-15:30	<i>Convenience Break</i>		
15:30-17:00	Developing targets for a process construct.	Linking structure to other areas of organisation.	Workshop close and feedback.

Day 1: Build a Foundation***Grasping Orgamatics and its relation to organisational design:***

- Grasping the science of organisation through Orgamatics™.
- How to scientifically approach organisational design.
- Grasping the basic anatomy of any organisation.
- Grasping Theory 2I™ - grasping orgtelligence™.
- Grasping Theory 2E™ - grasping organisational performance.
- Grasping Theory 2P™ - grasping the nature of work.
- Grasping Theory Org™ - grasping the components of a relevant and performing organisation.



The relevant and performing organisation (RPO):

- What is a high-performance organisation (HPO).
- What is a Relevant Performing Organisation™ (RPO).
- HPO vs. RPO.
- The equations for a RPO.
- The relationships needed to create a high performing organisation (HPO).

Developing the Process Construct:

- Separating purpose from intent.
- Understanding the basic systems of any organisation.
- Developing organisational purpose as a process.
- Translating the core systems of an organisation into core process families.
- The rules of *Orgamatics™* in process development.

This is a practical session where delegates will learn how to use their company's statement of purpose to develop a process construct. The facilitator will help participants to create the best process for their organisational function. Furthermore, each team will receive feedback from their fellow learners. The outcome of this practical exercise will help participants in that they will take this process back to their respective work environments, and in so, they will get direct return on investment from this training.

Developing targets for a process construct:

- Grasping the nature and purpose of targets.
- The science of target setting.
- Extracting targets from your process construct.
- Quantification and measuring targets.
- Developing target weights – time weight vs. energy weight vs. priority weight vs. strategic weight vs. direct weight.

Day 2: Give it a Shape

Translating a Process Construct to a Structure:

At this point, all participants will have a process construct that holds systems, which have process families, that shows the sequence of activity, with its accompanied functionalities, that bring about their core business. This session will aid delegates to translate this process construct to a role structure. In this they will learn to...

- Grasp the different models of structure.
- Balance purpose of function, with the practicality of function when creating a structure.
- Choose the right type of structure (the best one for executing the process construct).
- Translate a process construct to a structure.
- Work with the different variables of an organisational structure.

Designing the structure:

This is a practical session where delegates will learn to create a hypothetical structure for their organisations; divisions; or departments. This session builds on the process construct that they have created the preceding day. The facilitator will help participants in selecting and creating the best structure for their organisational purpose. Also, each team will receive feedback from their fellow learners. The outcome of this practical exercise will help participants in that they will be taking this process back to their respective work environments, and in so, they will get direct return on investment from this training.

Locating accountability and of a structure within the process construct:

- Translating targets, performance indicators, risks, and general responsibility from a process construct to a structure.
- Creating accountability within a structure.
- Developing a matrix that shows the relationship between “purpose of function” with “practicality of function”.
- Defining roles and developing a job description.

Linking structure to other areas of organisation:

- Linking construct and structure to strategy.
- Linking construct and structure to culture.
- Linking construct and structure to performance, including the assessment of performance.
- Linking construct and structure to risk assessment.
- Linking construct and structure to customer relationship management.
- Linking construct and structure to general leadership and management.

Day 3: Bring it to Life

Grasping the anatomy of culture:

At this point, delegates know how to develop both, a process construct, and a structure. But, if the organisation does not have a culture that is conducive to the work that they must do, then these mechanics will simply not work. To ensure that the organisation performs, there must be a culture that is conducive to such work.

- What is a culture?
- Grasping the anatomy of paradigm – that which creates culture.
- Grasping the defining factors of culture – values and beliefs.
- Grasping the role that perception and assumptions play in the development and establishment of an organisational culture.
- Knowing how to work with the behavioural manifestations of culture – verbal expressions, non-verbal expressions, relations, relationships, and attitude.

Developing and implementing a culture:

This is a practical session where delegates will learn to implement a hypothetical culture for their organisations; divisions; or departments. This session works with the relationship between feeling, thinking, and doing. This is often called the heart, head, and hand model. Models of culture implementation is discussed, and practical implementation problems are worked with. We also explain the role of leadership and influence for effective cultural internalisation.

Leadership in structural design:

- The relationship between relevance and performance, and how structure, systems, and culture enables that.
- How to keep the organisation relevant whilst it performs.
- Grasping the difference between management and leadership, and how this effects organisational functioning.
- Taking leadership in organisational design.
- The key characteristics of management and leadership.

Workshop close and feedback:

This session aims to help with practical problems back at the workplace. The workshop has a practical approach, and this session has proven valuable in aiding delegates with workplace specific issues. It is vital that when attendees return to their respective places of employment, that they have real solutions for effective organisational design.

Training Outcomes...

After this training, participants will...

- Grasp basic Orgamatics™ theory and know how to apply it in the design of structure.
- Know what the best practice is, for creating a structure that will aid a relevant and performing organisation (RPO).
- Create a process construct that will enable a dynamic structure.
- Through hands-on training, create an effective structure that they can take back to the workplace.
- Develop a culture, that is conducive to what the organisation must achieve to perform and to stay relevant.

About Your Presenter...

[Derek Hendrikz](#) is a renowned international trainer; speaker; and consultant in the field of Organatics™. During the past twenty years he has satisfied beyond 50 000 happy participants, in more than 200 companies, in 27 countries, worldwide. In the field of strategy development and process engineering he has successfully completed more than 50 international consulting projects.

Derek specialises in the training of executive teams, and mostly trains Board Members and EXCO teams in a variety of Organatic™ applications.

In the social networking applications, he has thousands of followers and downloads on [YouTube](#), [FaceBook](#), [SlideShare](#), [Twitter](#), [LinkedIn](#) and others...



Training Methodology:

[Derek Hendrikz](#) is a Certified Professional Trainer (CPT) with the [Southern Africa Professional Trainers Association \(SAPTA\)](#). In terms of ratings, Derek is internationally acclaimed and beyond comparison with thousands of highly satisfied customers. The method is based on interactive learning, i.e. learners will learn by doing. He combines his inspirational presentations with facilitated sessions and experiential exercises. Furthermore, learners will use examples from their own organisations, thus ensuring that they anchor their learning within the workplace. As with all Derek's training programmes, he strives to effect actual change back at the workplace through effective and practical outcomes based training.



Enquiries & Bookings

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Delegates Particulars	
Workshop:	
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Position:	
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<ul style="list-style-type: none"> • R13 800 (ZAR) Excluding VAT for SA-based companies. • We will issue an invoice on receipt of this booking form. • We need full payment, or a legitimate order form prior to commencement of the workshop to secure your booking. 	
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