

# Designing Fit-For-Purpose Organisations For The Future

ONLINE WORKSHOP

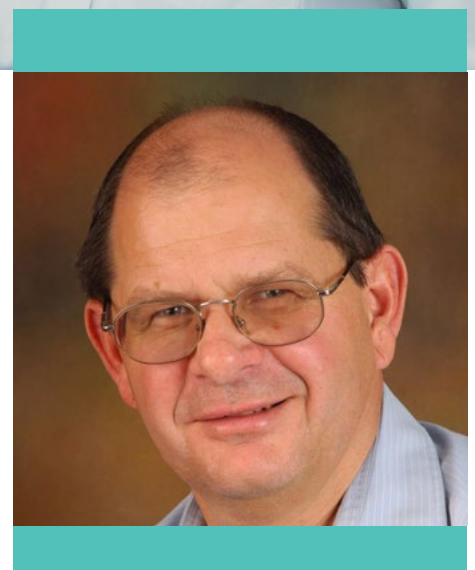
18-19 MAY 2021 | 09:00-15:00



**WORKSHOP FACILITATOR**

**PROFESSOR THEO VELDSMAN**

*Thought Leader in People Management and Author of  
Designing Fit-For-Purpose Organisations: A Comprehensive,  
Integrated Route Map*



*Skill Indawo in association with KR*

  
**SKILLINDAWO**  
consultants-on-demand

**kr**

[WWW.SKILLINDAWO.COM](http://WWW.SKILLINDAWO.COM)

# Designing Fit-For-Purpose Organisations For The Future

## INTRODUCTION

The way an organisation is designed has a profound effect, not only on its capacity to perform, but also its ability to:

- Execute strategy successfully,
- Create memorable experiences for customers and employees,
- Effectively deploy and use resources,
- Implement efficient modes of working,
- Influence the flow of people energy and positively engage staff,
- Embed a healthy organisational culture and dynamics
- Consequently perform effectively,
- And ultimately to be a successful and viable business.

Your organisation can (and should!) be competing by its design. This workshop will show you how. A first of its kind in SA, this highly-practical workshop is unique in that it:

- Seamlessly merges the latest theory and practice of Organisational Design (OD);
- Presents a comprehensive, integrated, approach to OD and its processes;
- Offers real case studies to show you how to apply OD pragmatically at work.

After attending, you'll have a well-grounded, high-level understanding of OD. You'll get to grips with Organisational Design (OD) as a critical organisational discipline and key executive leadership task. And you'll also know how to weigh up different Organisational Operating Models - with fit-for-purpose delivery logics – for your own organisation.

## WORKSHOP OUTLINE

Session	Topics covered
<b>ENGAGING WITH OD AS A MISSION-CRITICAL ORGANISATIONAL DISCIPLINE</b>	<ul style="list-style-type: none"><li>● Definition, purpose, and expected benefits of OD</li><li>● Why has OD become a mission-critical organisational discipline?</li></ul>
<b>MAPPING THE TERRITORY CALLED ORGANISATIONAL DESIGN</b>	<ul style="list-style-type: none"><li>● Levels and dimensions of design</li><li>● Basic building blocks</li><li>● Common myths</li><li>● A comprehensive, integrated OD route map</li></ul>
<b>MAPPING THE TERRITORY CALLED ORGANISATIONAL DESIGN</b>	<ul style="list-style-type: none"><li>● Phase 1: Recognise need for organisational (re)design</li><li>● Phase 2: Scope and set up the OD assignment</li><li>● Phase 3: Craft a fit-for-purpose OD solution</li><li>● Phase 4: Implement the signed-off OD solution and assess its value-add</li><li>● Phase 5: Close out</li></ul>
<b>CHOOSING A FIT-FOR-PURPOSE ORGANISATIONAL DESIGN</b>	<ul style="list-style-type: none"><li>● Key considerations when choosing a fit-for-purpose organisational design</li><li>● Generic organisational shapes with their respective strengths and weaknesses</li><li>● Key questions to interrogate the fitness-of-purpose of an Organisational Design</li></ul>
<b>5a: INTO THE FUTURE: IN SEARCH OF A FUTURE-FIT ORGANISATIONAL DESIGN</b>	<ul style="list-style-type: none"><li>● OD within the Fourth Industrial Revolution</li><li>● Organisational Design of the future for the future</li></ul>
<b>5b: TYING IT ALL TOGETHER</b>	<ul style="list-style-type: none"><li>● Fit-for-purpose organisational design: A holistic, integrated and systemic picture</li></ul>

# Designing Fit-For-Purpose Organisations For The Future

## UNIQUE VALUE ADD!

The workshop is based on the globally, highly acclaimed OD text by the workshop presenter, Theo Veldsman: *Designing fit-for-purpose organisations. A comprehensive, integrated route map*. The book has been rated independently internationally as the most comprehensive, up-to-date book on organisational design, currently available globally. Participants in the workshop will receive a complimentary e-copy of the book.

### Participants will also receive:

A complete workbook, pack of slides for, and a set of case studies for the workshop will be supplied to participants once they have registered for the workshop.

## WHO SHOULD ATTEND?

- Executive and senior line managers who want to get a high-level understanding of OD.
- HR, Organisational Development and OD Practitioners with at least 5 years of experience from a middle management level up

## ABOUT PROFESSOR THEO VELDSMAN

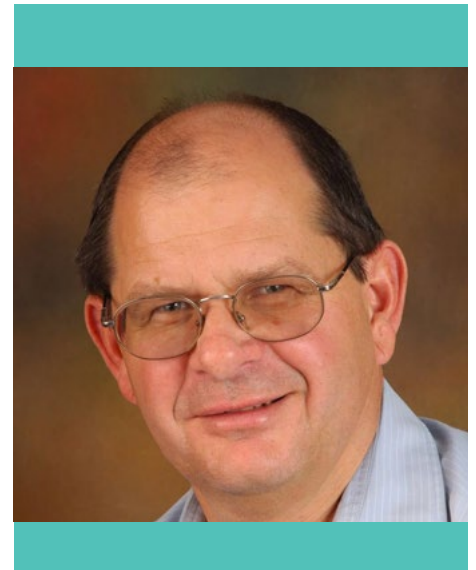
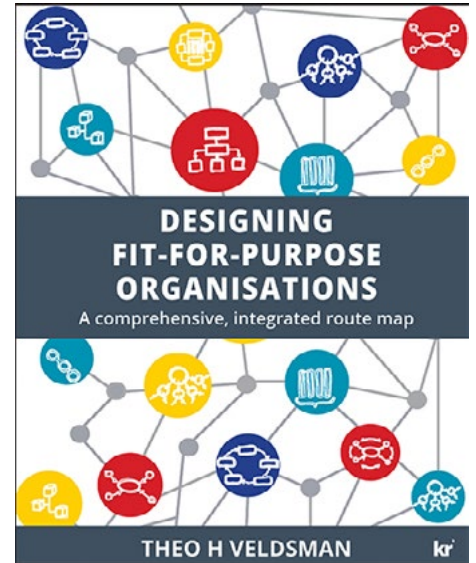
*Thought Leader in People Management and Author of Designing Fit-For-Purpose Organisations: A Comprehensive, Integrated Route Map*

Theo Veldsman is regarded as one of the thought leaders in South Africa with respect to people management and the psychology of work. For many years he has demonstrated his ongoing ability to pro-actively identify emerging people and leadership needs and arrive at fit-for-purpose, innovative solutions that are simultaneously theoretically and practically sound. He has a proven ability to move seamlessly between theory and practice, and vice versa.

Theo has extensive research and development, as well as consulting experience over the past 35 years in the fields of strategy formulation and implementation; strategic organisational change; organisational (re)design; team building; leadership/ management development; and strategic people/ talent management. He has consulted/ consults with many leading South African companies, and organisations overseas, in the above areas in the roles of Advisor, Expert, Coach/ Mentor.

He is seen as one of the pioneers of Organisational Design as a formal discipline in Southern Africa and Africa. He has enabled the process of introducing many of the global Organisational Design thought-leaders to South African audiences by arranging for them to visit South Africa. Personally, Theo has conducted more than 50 organisational design assignments across private and public organisations, both locally and internationally, at the executive and senior management levels.

Over the past 8 years Theo has trained close on 200 OD practitioners through public and in-company programmes. He has been party to many South African organisations introducing organisational design as a formal area of practice.



# Designing Fit-For-Purpose Organisations For The Future

## REGISTRATION INFORMATION

2021

ONLINE WORKSHOP  
18–19 MAY 2021 | 09:00–15:00

R5 000.00

Minimum of 5 people per course and maximum of 25 people

## HOW TO REGISTER

**SKILL INDAWO WEBSITE**  
www.skillindawo.com

**EMAIL**  
Email completed form to: magdeline@skillindawo.com

**PHONE**  
Magdeline Matlatse: +27 (11) 706 6009

## SPECIAL OFFERS

- **20% DISCOUNT** for **KR HR Think Tank Members** and **KR Communities of Practice Members**. Contact Tina van der Westhuizen for more information on our communities and membership tina@knowres.co.za | +27 (11) 706 6009
- **SPECIAL DISCOUNT** for registered **NPOs, small businesses** (30 / less employees) & **full-time lecturers** at universities – contact our conference department for more information!

## TERMS AND CONDITIONS OF REGISTRATION

Payment must be received before the event takes place. Skills Indawo reserves the right to refuse admission where evidence of payment cannot be shown.

**Confirmation of booking** • If you have not received confirmation, in writing, of your booking before the event, please contact us on +27 (11) 706 6009 to confirm that we have received your registration.

**Something has come up and you can't attend** • If you cannot make it to the event, you have several options (the below options need to be received in writing):

- You may send a substitute delegate in your place, please inform the Customer Care Department of the new name for registration purposes. No additional charges will be applicable for substitutions.
- You may transfer at no extra charge to another event, provided you do so in writing at least 10 working days before the event. Transfers within the 10 working days will be charged an administration fee of 20%
- You may cancel your registration, in writing, up to 10 working days before the event takes place. Cancellations inside of 10 days will be liable for the full fee
- Unfortunately, no refund or credit can be given to delegates who do not attend without giving prior notice
- Registrations received during the 10 working days before the event date, will not be excluded from any terms & conditions

In the event of unforeseen circumstances Skills Indawo reserves the right to change the programme content, the speakers, the venue, the date or the means of delivering the event such as live streaming and/or video recordings. Should the event be postponed, you will have the option to attend the next available date of the relevant event. The registration fee will be credited on delegate accounts, should they opt not to attend the next available date of the relevant event or in the case where an event is cancelled.

## PAYMENT • Payment must be received before the event takes place

- Payments should be made to SKILL INDAWO.
- Electronic Transfer or Direct Deposit into our bank account, validated by email copy of transaction slip: FNB Account No.: 62884042327 | Branch Code: 250655 | Email: magdeline@skillindawo.com

# Designing Fit-For-Purpose Organisations For The Future

## REGISTRATION FORM

Once payment has been made please email through proof of payment with the course's name in the subject line.

**PLEASE NOTE** Delegates will not be allowed access to this course if payment has not been received.

---

### BOOKING MADE BY (NAME & SURNAME):

Company:

Department:

Email:

Phone:

Postal address:

Physical address:

Postal code:

Postal code:

Date:

Signature:

By signing this registration form, the delegates agree to the enclosed terms and conditions

### DELEGATE 1

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

### DELEGATE 2

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

### DELEGATE 3

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

### DELEGATE 4

Name:

Title: Mr / Mrs / Miss / Dr / Prof

Designation:

Email:

Phone:

Cellular:

### CREDIT CARD PAYMENT mark appropriate box

VISA

MASTERCARD

AMEX

DINERS

Cardholder:

Expiry date:

CCV number:

Card number:

Amount:

Date:

Signature:

in association with

