



Organizational Speed and Flexibility

Structures for Maximum Output (8-16 hours, instructor led)

Overview

Only one model of human organization has stood the test of time, and consistently been associated with high-growth organizations in over 30 years of research. Whether your organization has 5 people or 50,000, integrating the suite of high-growth structures that comprise this model is the only way to ensure that you will be capable of sustaining growth and doing the complex work of today's organizations without "burning and churning" the people involved.

Organizational Speed and Flexibility is a one-day, action-based learning session teaching the integrated system of five key management practices. Delivery is customized for the audience level and constraints and can include both the function of the management practices and the role of the Individual Contributor within the system. In this way all participants are prepared to interact most effectively with their organizations, and those participants who are working in or bound for management develop an edge in understanding how "the system" must be designed and how it is intended to work.

Along the way, fundamentals of team interaction and decision making arise and are dealt with in terms of what matters most to business: results. As a result, for many audiences this functions as both a "back to basics" course and a competitive edge for both individuals and groups.

Optionally, as much as a whole second day can be added in which participants bring their own work to the table, and begin solving their organization's problems using the structures they just learned. For course audiences comprising 2 or more managerial levels of the organization, this is an amazingly powerful way to put the "keys to the kingdom" into practice immediately, and reinforce their value to the business before the course ever ends.

Graduates of this seminar will understand and practice with the Five Key Management Practices:

- Breakthrough systems: Clear objectives, self managed feedback, control of resources
- Group Decision Making : Disagree and commit, consultative decision making, hill of influence, problem solving models
- Performance Plans (VSO): Work planning at the individual level and advertisement of purpose
- Work reviews (OSIR): Results-oriented team problem solving sessions
- Linked Teams: Structures of multiple cross-functional teams responsible to consultative decision maker for overall output.

Audience and Prerequisites

This training is appropriate for managers at all levels, project managers, content experts, project leads, and anyone else whose job requires the collaborative achievement of results. No pre-work or prior training or experience is required. Minimum enrollment restrictions apply.

This training is excellent in conjunction with other Group Harmonics training courses. In particular, it provides a theoretical and practical framework to solve the problems introduced by *The Dress Rehearsal™* but in the context of the group's actual work.