



Organizational Diagnosis & Design Certification

Shaping a High-Performance Organization

Deepen Your Skills

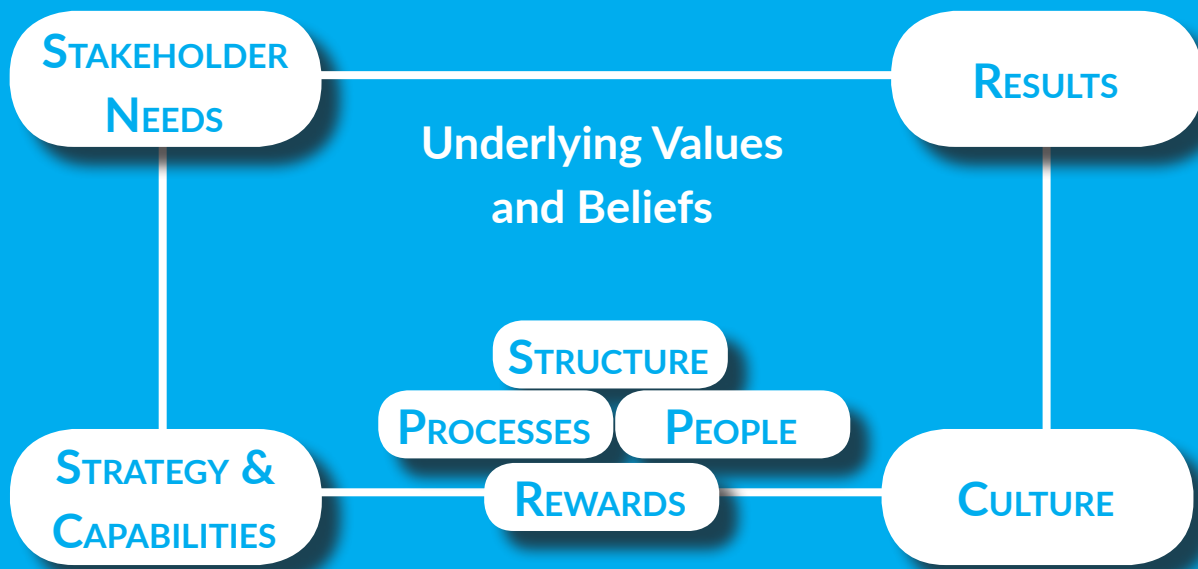
Transform Your Organization

Improve Your Results



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The Organizational Systems Model



We use the Organizational Systems Model as the guiding framework for the certification process. This tool is considered profound in its utility for addressing complex organizational issues. This means that using the Organizational Systems Model as a template for the processes of diagnosis and design will help you reshape your organization to achieve improved performance.

KEY TAKEAWAYS

Once you are certified in using The Organizational Systems Model, you will be better able to:

- 1 Explain the root causes of your organization's performance
- 2 Organize resources to sustain great business results
- 3 Lead others successfully to implement the Organizational Systems Model
- 4 Exchange important insights with others in organizational diagnosis and design processes
- 5 Identify priorities for transforming the organizational capabilities that lead to better business results
- 6 Create an organizational action plan to handle future challenges

"Dave delivers an exceptional workshop bringing to life the reason why we need these skills and how to go about delivering the same workshop within our own businesses. He walks the talk and gives you a full experience that builds deeper learning. Personally, it is what my current confidence and competence are based on - those 5 simple days set the course."
-Senior HR Manager, Procter and Gamble

Phase I Workshop

A three-day workshop devoted to equipping you to use the model for diagnosis and design

Day 1

- Introductions and Workshop overview
- OSM Overview
- The Processes of Diagnosis and Design
- Case Study: Diagnosis Simulation (small groups)
- Tips for Presenting Material
- Individual Presentation Preparation

Day 2

- Individual Presentations
- Design Process Overview: Case Example
- Design Simulation I: Strategy & Organizational Capabilities (small groups)
- Organizational Lifecycles and the Survival Code
- Design Simulation II: Processes (small groups)
- Design Tools for Effective Organizations
- Design Simulation III: Other Systems - Structure, Rewards, People (small groups)

Day 3

- Design Simulation continued
- Organizational Viruses
- Design Simulation IV: Eliminating a Virus (small groups)
- Shaping an Effective implementation Plan
- Design Simulation V: Sharing an Implementation Plan with Others (small groups)
- Planning and Pre-Work for Session II

Phase II Implementation

Approximately 6-8 weeks between sessions to use the model in your work with an actual client group

Phase III Workshop

A two-day workshop focusing on questions and issues from Phase II and best practices from many industries and cultures.

Day 1

- Systems Thinking Exercises
- Back Home Project Reports
 - Lessons Learned
 - How to Handle Tough Issues
 - Best Practices
- Priority Questions, Issues, Content (set the agenda)
- The Bureaucracy Code
- Design Tools and Deeper Dive
- Corporate Examples of Design Tools
- Issues/Questions

Day 2

- Design Case Study (small group)
 - Disney Video Case Example
 - Leading a Change in Culture
- Systems Thinking Video Case
- Client Implementation Case Successes
- Address Final Questions
- Plan Further Coaching and Networking

"Our HR manager had very little experience in organization design before she attended this workshop. Her back-home project was to integrate the warehouse functions, personnel, and management into the packing operation. This provided greater process reliability, expanded skills, and multiple career paths for warehouse personnel. This was a prelude to a larger design change for the site, following the same principles. Today, the plant maintains its highest process reliability and employs its most capable workforce and leadership team in its history."

- Plant Manager, J.M. Smucker Co.



Our Approach: Learning by Doing

You will gain experience in three critical roles: presenter, participant, and group facilitator

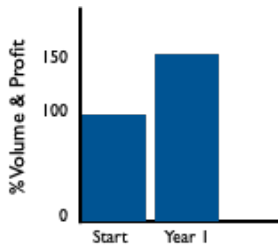
In each simulation, you will be a participant in the design work to be done and will also facilitate your group in some of the specific tasks. Debriefs will always consider the perspectives of the participant, facilitator, and consultant.

Bottom Line: you will redesign a real-world organizational scenario that requires skillful diagnosis, design, and strategic implementation

Because of our **total package** — tools, simulations, coaching — you will come away with a deeper skill level and a wider coaching network to exceed your past results

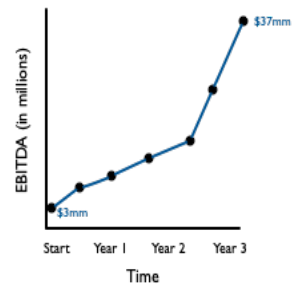
Client Successes

Graduates of this certification process have led organizational transformations such as:



Realigning Procter & Gamble and Walmart systems to optimize product delivery from the production floor to the store shelf. Both partners realized a 50 percent increase in volume sold and profits realized as a result.

Realigning a Canadian company's central support to nine business units to grow the company's EBITDA from \$3 million to \$37 million in three years.



Cost & Logistics

Tuition is USD 5,000 per person. This includes:

Five days of program experience

Three hours of post-program coaching

One copy of the *Organizational Survival Code* by David P. Hanna

One participant workbook and one facilitator's workbook

Complete electronic materials

First year's company license fee for the program materials.*

*The license includes the electronic tools (Powerpoint slide deck, participant manual, diagnosis and design worksheets) and permits your company to reproduce these materials on an unlimited basis. Please note that this license is renewable annually for a \$5,000 renewal fee. Without this license, you would be required to purchase the intellectual property (all paper materials) from HPO Global Alliance for each session you wish to conduct.

To apply for certification, please call or send us an email

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