

## Registration Information

- Please register by **January 23, 2009** by e-mail at [ipma@bizservices.net](mailto:ipma@bizservices.net) or
- by facsimile at **594-8705**

NAME: \_\_\_\_\_

TITLE: \_\_\_\_\_

ORGANIZATION: \_\_\_\_\_

ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_

FAX: \_\_\_\_\_

E-MAIL: \_\_\_\_\_

- Member: \$840.00  
(\$800.00 plus GST)
- Non Member: \$997.50  
(\$950.00 plus GST, include a 1 year membership)

Cardholder name (please print): \_\_\_\_\_

\_\_\_\_\_  
Visa/MC/AmEx Card

Exp (month/year): \_\_\_\_\_

Cardholder signature: \_\_\_\_\_

Cardholder Tel. #: \_\_\_\_\_

## Our Facilitator

Carol Hopkins, IPMA-CP, CMC is well-known to members of IPMA-Canada in the National Capital Region as the past Chapter President, Past National President and is presently, Executive Director. Carol is also President of Hopkins Stewart Associates Inc. and has successfully delivered this course and the HR Basics Course in Ottawa. She has also facilitated courses in work description writing and spoken internationally on HR principles and ethics.

Carol has been active in organization design as a HR practitioner and a Management Consultant for the last 32 years. Carol has conducted over 100 organizational design and change management processes within large organizations, primarily within the public sector.

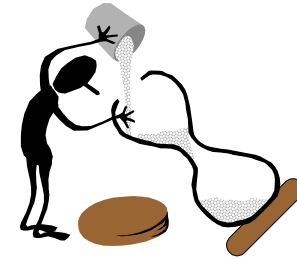
This program was developed exclusively for IPMA-Canada by Dr. Lynn Morrissey, an organizational design expert from Memorial University, and has been delivered to IPMA-Canada members across Canada.

### Comments from our last participants

- **Excellent facilitator**
- **Course is attuned to today's world**
- **Course effectiveness - 4.6 out of 5**

**IPMA-Canada  
National Capital Region  
presents a 3 day workshop  
on**

## **ORGANIZATIONAL DESIGN** *Techniques That Work in Times of Change*



**February 9 to 11, 2009**

8:30 a.m. to 4:30 p.m.  
(in English)

**LOCATION: IDRC**

**150 Kent Street, Ottawa, Ontario**

**8<sup>th</sup> Floor**

Casual Dress Recommended

**ipma**  
  
**CANADA**

## **IPMA-Canada's Organizational Design: Techniques that work in times of change**

- *What does Organizational Design really mean?*
- *How do you know where to begin and when you are done?*
- *Is re-engineering the solution?*
- *Who needs to be involved?*
- *What are the critical design factors?*

Organizational leaders and HR Professionals who are involved in setting and implementing the strategic directional shifts of their organizations will benefit from this program.

The program will consider how organizational design can assist with change, or be a change blocker, and will provide a methodology for HR professionals and leaders to ensure that their organization not only reflects, but also contributes to the strategic direction of the organization.

This course will look at Organizational Design: what it is and how it works. Upon completion, participants will be better able to deal with the questions surrounding the critical element of organizational effectiveness. A highly interactive learning environment is planned to ensure that the participants have opportunities to share ideas, challenges and successes.

## **COURSE COMPONENTS**

### **Organizational Design Concept**

- Looking outside boxes, lines and templates
- Creating an organizational environment that is conducive to change
- Appreciating the design dimensions

### **Foundation of Organizational Design**

- Sharing mission and value statements
- Assessing policies, procedures and processes
- Identifying organizational assets

### **Design Dimensions**

- Identifying structural and contextual dimensions
- Designing structures and accountabilities
- Creating a leadership environment

### **Design Decisions**

- Creating ownership
- Building teams, partnerships and alliances
- Constructing the physical design

### **Design by Challenges/Opportunities**

- Creating a learning organization
- Identifying change inhibitors
- Embracing change
- Resisting the "fad of the month" approach
- Questioning the questions

### **Implementation and Maintenance**

- Building commitment and trust
- Conducting a design audit
- Making sure the design "sticks"