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بروجاكس للتدريب والتطوير
Projacs Training and Development

Organizational Strategy and Decision Making

البرنامج المتقدم في الاستراتيجية التنظيمية واتخاذ القرارات

24 – 28 August 2020

London / United Kingdom

A Member of:



PROJACS ACADEMY



ProjacsAcademy.com



Introduction

In the last twenty years, there has been an explosive development of new tools for improving the effectiveness of organizations. Both research and practice have answered many questions about how organizations function and how different patterns of organizational behavior contribute to or detract from organizational performance. However, the insights gained from research, theoretical development, and practices have presented another, more formidable question: How can these insights be applied?

Over time, it has become apparent that different approaches for improving organizational effectiveness have certain characteristics in common. As a result of attempts to apply some of these technologies, consultants have learned that the following elements are important, if not essential, to any approach

Objectives

At the end of this course trainees will be able to:

- Understands basic terms associated with organization design change in the company and key design concepts such as structure being a product of company strategy.
- Understands Organization Design principles and concepts
- Applies knowledge of Organization Design principles and concepts (span of control, coordination, corporate strategy alignment etc.) in assisting team members in verifying accuracy of organizational data (manpower budgets, employee numbers, position titles, grades etc.) provided by user departments as part of structure change requests under moderate/ high levels of supervision.
- Applies understanding of design principles (especially those used in company) to compile research information from comparable organizations etc. relevant to the design change request received and provide team members with the same.
- Is aware of the policies, processes, and guidelines and forms/templates governing
- Organization Design in the organization.
- Performs assigned routine tasks under supervision
- Has a general understanding of all Organization Design policies, processes, guidelines, and forms (used in organization structure change requests)

- Assists in evaluation of basic structure change requests and identifies areas of impact/conflict/ overlap, and suggests suitable interventions to ensure better alignment and minimal disruption in the implementation of structure changes.
- Responds to basic queries raised by departments (on filling in the structure change request forms) and in coordinating any preparatory work for structure change / re-design (Structure Change Committee sessions etc.).

Who Should Attend?

Staff responsible for writing policies and procedures as part of their job

Course Outline

DAY 1:

Strategic management

- The Nature of Business Strategy
 - Strategic and Tactical Decisions
 - Business Strategy
 - Strategy versus Flexibility
 - The Advantages of Not Having a Business Strategy
 - The Advantages of Having a Business Strategy
 - A Contingency View of Business Strategy
 - Business Strategy and Performance
- Strategic Management
 - The Necessity for Strategic Management
 - Strategic Management Modes
- Business Strategy and Organization Structure
 - Strategy, Structure, and Performance

DAY 2:

The Congruence Model of Organizational Behavior

- The principal inputs to the system of organizational behavior are:
 - The environment, which provides constraints, demands, and opportunities;
 - The resources available to the organization;
 - The history of the organization; and
- A process for participative diagnosis, design, and implementation
- The management workshop “parallel path”
- Characteristics of the process
- Results
- Other applications

DAY 3:

Decision Making

- The Relationship Between Problem Solving and Decision Making
- Developing Decision Making Skills
 - Using your left brain & right brain to make decisions
 - Split brain theory for developing effective problem solving skills
 - Developing openness to new ideas in making decisions
 - Promoting idea mobility in teams
 - Understanding the creative solving process in individuals and teams
 - IDEAL problem solving approach

DAY 4:

- Applying Effective Decision Making Skills in the Workplace
 - Encouraging creative problem solving for continuous improvement
 - Removing blocks to creative problem solving
 - Convergent versus Divergent Thinking
 - Divergent Thinking Skills for solving problems
 - Using SCAMPER techniques to approach problem solving
 - Applying SCAMPER techniques to make effective decisions
- Making Mental Blocks to Decision Making a Thing of the Past
 - Challenging self-imposed assumptions
 - Thinking outside the box
 - Increasing new ideas
 - Getting people behind your
 - Evaluating new ideas
 - Creative leadership during problem solving and decision making sessions

DAY 5:

- The Decision-making Process
- Brainstorming Principles
- Drill down
- Decision-Making Styles
 - Reflexive style
 - Reflective style
 - Decision-Making Styles
 - Consistent style
- Creative Group Problem Solving and Decision Making
- Techniques for Generating Creative Alternatives
- Advantages and Disadvantages of Group Decision Making
- The Normative Leadership
- Decision-Making Model
 - Normative Leadership Time-Driven Model
 - The Time-Driven Model
 - The Development-Driven Model
 - Computerized Normative Model
 - Does Decision Making Apply Globally?

Training Method

- Pre-assessment
- Live group instruction
- Use of real-world examples, case studies and exercises
- Interactive participation and discussion
- Power point presentation, LCD and flip chart
- Group activities and tests
- Each participant receives a binder containing a copy of the presentation
- slides and handouts
- Post-assessment

Program Support

This program is supported by interactive discussions, role-play, and case studies and highlight the techniques available to the participants.

Schedule

The course agenda will be as follows:

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|---------------------|------------------|
| • Technical Session | 08.30-10.00 am |
| • Coffee Break | 10.00-10.15 am |
| • Technical Session | 10.15-12.15 noon |
| • Coffee Break | 12.15-12.45 pm |
| • Technical Session | 12.45-02.30 pm |
| • Course Ends | 02.30 pm |

Course Fees*

- **4,500USD**
**VAT is Excluded If Applicable*