



ON THE MARK 5-DAY ORGANIZATION DESIGN MASTERCLASS

MARCH 2-6, 2020 | PHOENIX, AZ

Businesses today face big challenges and decisions that impact their operating models. Technology, digital, AI, future of work challenges, customer centricity, and the need for greater governance are only a few of these challenges.

OTM's organization design skill development prepares and positions your people to address whatever operating model challenges come their way. We have the most comprehensive tools, templates, and real world samples that other consultancies cannot provide. Our operating model approach takes you from strategy all the way through implementation.



**PREPARE
FOR
CHANGE.**

**HANDLE
CHANGE.**

**MANAGE
CHANGE.**



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CONTACT
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MASTERCLASS CONTENT

Our hands-on workshop focuses on four main content and skill areas:

**DELIVERING ORG DESIGN
SOLUTIONS & MODERNIZING
OPERATING MODELS**

**INFLUENCING AND LEADING
CONSULTING PROJECTS AS
INTERNAL CHANGE AGENTS**

**ACCELERATING CHANGE &
MOVING BEYOND CHANGE
MANAGEMENT**

**METHODS, TOOLS, AND
PRACTICAL KNOWLEDGE TO
SUPPORT ACTUAL WORK**



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MASTERCLASS OBJECTIVES

1

DEFINE ORGANIZATION DESIGN COMPARED TO OTHER INTERVENTIONS
INCLUDING RE-STRUCTURING, LEAN/SIX-SIGMA, AGILE, HOLOCRACY,
DE-LAYERING, DIGITAL TRANSFORMATION, AND OTHERS

2

DEFINE WHAT IS AN OPERATING MODEL
AND COMPARING THIS TO TRADITIONAL ORGANIZATION DESIGN SOLUTIONS

3

LEARN/PRACTICE HOW TO CONDUCT AN ORGANIZATION REDESIGN
DOWN TO THE OPERATING MODEL LEVEL

4

GAIN TOOLS AND CONTRACTING SKILLS
ASSOCIATED WITH INFLUENCING THE BUSINESS WITHOUT AUTHORITY

5

USE A REAL PROJECT OR CASE STUDY
TO CRITICALLY EVALUATE A BUSINESS'S CURRENT OPERATING
MODEL AND DEVELOP SOLUTIONS TO MODERNIZE THE OM

6

DRAFT A HOLISTIC CHANGE STRATEGY AND TACTICS
TO JUMP START AND SUSTAIN CHANGE EFFORTS FROM START TO FINISH
BASED ON ACCELERATED READINESS. THESE TACTICS DIFFERENTIATE
BETWEEN CHANGE MANAGEMENT AND PROACTIVE CHANGE READINESS.





WHY ON THE MARK?

OTM HAS PRACTICED ORGANIZATION DESIGN FOR OVER 35 YEARS, COMPLETING 450 REDESIGNS - MORE THAN ANY OTHER CONSULTANCY. WE'RE PROUD OF OUR CONSULTANTS' COMBINED 70 YEARS OF EXPERIENCE.

OTM IS THE AUTHOR OF THE MOST HOLISTIC, DISCIPLINED, AND INTEGRATED SOLUTION THAT USES A WELL-DOCUMENTED METHODOLOGY

WE COVER THE WHAT AND THE HOW OF ORGANIZATION DESIGN

OUR CONSULTANTS ARE CERTIFIED ORGANIZATION DESIGN PROFESSIONALS AND THE COURSE IS ENDORSED BY THE ODC

WE APPLY THE 10/20/70 MODEL TO ENSURE KNOWLEDGE TRANSFER

WE HAVE FANS



CSL Behring



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BAE SYSTEMS

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WHAT YOU'LL RECEIVE

Participants bring real life projects and OTM uses case studies from previous clients to bring the workshop to life and use as a core vehicle for learning.

PRE

RELEVANT READING/PRE-WORK WITH OPTIONAL BUSINESS LEADER INTERVIEWS
PRE-WORKSHOP CALL TO DISCUSS RELEVANT PROJECTS OR CASE STUDIES
ASSIGNMENTS TO PREPARE FOR LEARNING AT THE WORKSHOP

DURING

ACTION PLANS WITH IMMEDIATE APPLICATION
LEARNING FROM OTHER DELEGATES AND OTM EXPERTS
OTM PROPRIETARY MATERIALS IN BOTH PAPER AND DIGITAL FORMATS

POST

VIRTUAL FOLLOW UP AFTER ONE AND THREE MONTHS
ONE-YEAR LICENSE TO OTM'S ORGANIZATION DESIGN APP
STANDING INVITATION TO OTM EVENTS, WEBINARS, AND NEWSLETTERS

WHO LEADERS AND INTERNAL CHANGE AGENTS

THE WORKSHOP IS PERFECT FOR BUSINESS LEADERS/MIDDLE AND LINE LEADERS, HR, OE AND SIX SIGMA PROFESSIONALS AND ENTIRE PROJECT TEAMS.
\$3,900 PER INDIVIDUAL WITH A 10% DISCOUNT FOR PARTICIPANTS FROM THE SAME COMPANY



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