



# ON THE MARK 5-DAY ORGANIZATION DESIGN MASTERCLASS

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.**



ON THE MARK



**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, HOLOCRACTY, 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?

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**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

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**CSL Behring**

**BAE SYSTEMS**



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# WHAT YOU'LL RECEIVE

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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

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## 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

