Agile Org Design
Organizational Fitness and Business Agility

The traditional pyramid hierarchy existed to solve specific problems in the workplace. With the shift to more agile ways of working, organizations need a structure that will respond and adapt quickly to new challenges and the world around them. We need to find ways to break down divisional walls and increase opportunities for people in different areas to work collaboratively. Additionally, there is a need to align the organization around the flow of work through the system and reduce bureaucracy to optimize value delivery throughout the entire organization. This set of learning outcomes focuses on the concepts behind, and reasons for, agile and adaptive organization design.

TOPICS

- Why adaptive organizations matter
- Shifting behaviors and approaches in the organization
- Characteristics of an adaptive organization
- Agency, Autonomy and Accountability
- Criteria for evaluating adaptive agile organizations
- Understanding organizations as networks
- Creating shared understanding
- The journey to adaptivity

OBJECTIVES

- Gain a clear understanding of the role of leader/manager in an agile organization
- Learn the difference between traditional and adaptive organizational design
- Apply techniques to transition organizations to adaptive, agile organization
- Become an influential leader to refine organizational design through a process of continuous improvement
- Apply a coaching style to leadership that enables self-organized and empowered teams
- Learn techniques and tools to measure the adaptivity of an organization

AUDIENCE

This course was designed for Senior Leaders, HR professionals, Agile Coaches, Scrum Masters and Change Agents.

CERTIFICATION

ICAgile ICP-ORG CERTIFIED PROFESSIONAL

This ICAgile accredited course is part of the business agility path. Participants will automatically receive the ICP-ORG (Adaptive Org Design) certificate after course completion.

LOGISTICS

Length: 2 Days
Max. 16 Participants
Live Instructor
(In-Person or Virtual)

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