

Building Organization Design Capabilities
A three-day workshop on the Conscious Creation of Culture
March 2, 3, & 4 – Mesa, Arizona

Presented by
Paul Tolchinsky, Performance Development Associates
Sylvia James, Dannemiller Tyson Associates
Sponsored by Banner Health

Special Pricing for AzODN Members – \$995
Additional Team Discount Available

To compete in today's business environment, organizations need to have the flexibility to adapt and the innovation to drive growth. You need a tool to help speed the design or redesign process in your organization and transform your culture quickly into one that not only embraces change, but thrives on it.

This workshop is for:

- human resource professionals
- organization development professionals
- organization designers
- line managers
- anyone leading, supporting, or advocating an organization design/redesign

The format for the workshop will be highly interactive. You are invited to bring your own "case" to work on during the workshop.

This workshop gives you the theoretical underpinnings to designing organizations, as well as the practical techniques to:

- Design structures that align and execute strategy
- Design organizational structures and processes that evoke a new culture that everyone yearns for
- Create work that is interesting, meaningful and attractive to people
- Design the middle and the day-to-day work levels
- Design linking mechanisms that ensure coordination, integration, and organizational learning – including in distributed team environments
- Choose and apply organizing principles to intentional design
- Apply systems thinking throughout the design process
- Ensure leadership and stakeholder ownership

Workshop Fees: \$1,495

- Special pricing is available for AzODN members, students, nonprofit organizations, and participants who have attended a DTA workshop. \$995
- Receive an additional 10% discount by bringing someone with you for a team rate. Email dtasvcs@aol.com for details.

Workshop fee includes continental breakfast and lunch each day, and a complete set of workshop materials.

Location: The workshop will be held at Banner Desert Medical Center, Mesa, AZ

Register online: http://www.dannemillertyson.com/register_secure.php

Register by phone: 734-662-1330 x100

Register by E-mail: office@dannemillertyson.com

Paul Tolchinsky and Sylvia James have over 70 years of combined experience as both internal and external consultants and leaders. They have conducted workshops around the world on organization design and systems change. Sylvia and Paul's approach to organization design continues to be the benchmark for inclusion, speed and decision-making. They have facilitated major organizational restructurings, acquisition/merger integrations on a global scale and new plant design and start-up efforts in Europe, Asia and the South Pacific. Their organization design work focuses on processes, structures, systems and the alignment of people (roles, relationships, skills, rewards) for the achievement of business goals and strategies.

Contact Paul at kdtptd@aol.com and Sylvia at sljjj@aol.com