



The “3 M Pillars” to Effective Organisational Design and/or Development.

PURPOSE

This is a 3 Module programme which is conducted over a MINIMUM of 3 days. OD is a practice that uses tools and techniques to improve an organization's effectiveness. It's concerned with facilitating change through a holistic approach that puts people at the heart of the process. Leverage over 40 years of business expertise to uncover insights into building a sustainable organization and driving transformational change. Learn to empower your human capital to foster a thriving culture, backed by effective systems, processes, and metrics. Start your journey to excellence today!

WHO SHOULD ATTEND?

Organizational development (OD) involves a variety of people, including HCM, SHRM, HR, and OD/Change Practitioners, Specialists, and Leaders.

Support the growth and development of an organization through its people. They are often referred to as Heads of Talent and are usually mid-to-senior level roles. Strong commitment from leadership is required for successful OD. If leaders are not enthusiastic and fully invested in the process

SPECIALIST FACILITATOR, CONTENT ADVISOR, AND ACTIVITY DESIGNER - DONALD HJUL

Specialist Facilitator and Professional OD Consultant who has over 40 years of joint experience in the Private, Public and NPO sectors across international boundaries and within many sectors and industries.

He leverages his extensive management and leadership experience, with collaboration where needed - to consistently create impactful, practical, and experience-driven programs for clients focusing on the three M's: Mindset, Mechanics, and Motivation.

Our passion, is to empower individuals and organizations to achieve continuous and transformative human performance improvement, throughout the Human Capital Management landscape

MODULES and OUTLINES:

DAY One - Mindset

- ✓ What is mindset and its relationship to behaviour and personality
- ✓ Fostering the key principles of Leadership; to impacting on empowerment, inspiration, shared purpose / vision.
- ✓ Leading change and transformation
- ✓ What is meant by E.M.P.O.W.E.R.M.E.N.T.
- ✓ The quadrants of “Outside-in” and “co-Creative” Leadership

DAY Two - Mechanics

- ✓ Transformative Adaptive Growth™ - the process flow of Organisational design and development
- ✓ Strategy, Operations, Policies, Procedures
- ✓ Functional strategies, recruitment and Job Evaluation
- ✓ Performance Management – systems, architecture and M&E essentials
- ✓ Talent Management, development and Succession Planning

DAY Three – Motivation

- ✓ Empowerment and its applications
- ✓ Sense of purpose and self-management – EI/EQ
- ✓ Human Performance Improvement models and processes
- ✓ SMART versus SMART-ER
- ✓ The Strategic Performance Management Loop – SPM Loop™
 - Cascading strategy to operations
 - KPA's, KRA's, KPI's and TID's – the building blocks to scorecard development targeting
- ✓ Reward, Recognition and Results
- ✓ Career and skills capacity development BEYOND the organisational needs – where organisational purpose and personal purpose and growth intersect

Contact Us

Donald Hjul +27 82 556 4704

hjuldonald@gmail.com

www.hjuldonald.com