



## STRATEGIC ORGANISATIONAL & TRANSFORMATIONAL DEVELOPMENT

2-3 days dependent on intensity and group sizes

Introducing the "3 M's" ...incorporating TAG: Transformative Adaptive Growth™ & The SPM Loop™

### PURPOSE

*This is an explorative, interrogative workshop – designed to debate and discuss challenges, issues, and potential solutions, which surround business / organisational strategy; associated strategic Human Capital Management in a leader-driven, and cross-functional managerial approach, which implies that the framing of HCM & SHRM, must be aligned to employee empowerment to achieving optimal results and making an impact on client, stakeholder, and shareholder wealth and value-add. Join us to interrogate, communicate, and understand the global business environment, as it continuously transforms; thereby helping the organisation to re-invent itself in maintaining and sustaining strategic focus*

### MODULES

1. What is Organisational Design and how is Development transitioned
2. Introduction of TAG - Transformative Adaptive (Agile) Growth™ ....Moving from Strategy to Function to Talent Management and Succession Planning
3. Interpreting Strategies into Functional structures
4. Explore the growth of the human economy and how organizational systems work from an Organization Development (OD) perspective.
5. Building robust organisations for sustainable growth – through HCM capacity growth & development
6. The Strategic Performance Management – SPM Loop™

### Outlines of the programme

- ✓ What is Strategy and How do we define it?
- ✓ What is Organisational Design and Development?
- ✓ What drives Organisations and Transformation?
- ✓ The business S-Curve showing stages for intervention & change
- ✓ Human Capital Management and engagement - Interpreting Strategies into Functional people-driven structures
- ✓ Challenges (key questions), Processes and Interventional Solutions
- ✓ Understanding the POWER of Diversity and the true meaning of EMPOWERMENT
- ✓ The TAG OD Model for continuous alignment

### WHO SHOULD ATTEND?

- ✓ Strategic leaders, Directors and Executives
- ✓ OD Practitioners
- ✓ Senior and mid-level managers
- ✓ HCM, Human resources and organizational management development practitioners
- ✓ Planners and implementers of change and transformation
- ✓ Organisation facing mergers and Acquisitions

### 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—from intern to executive level—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

#### Contact Us

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