

€ TRAINING

Organizational Structures



17 - 28 February 2025
Lisbon (Portugal)



Organizational Structures

REF: M2450 DATE: 17 - 28 February 2025 Venue: Lisbon (Portugal) - Fee: 10100 Euro

Introduction:

This training program is designed to provide participants with a comprehensive understanding of different organizational frameworks and their impact on efficiency, communication, and overall business performance. Participants will delve into various models, exploring their advantages and challenges, and gain insights into tailoring organizational structures to meet specific business needs.

Program Objectives:

At the end of this program, participants will be able to:

- Define key organizational structures and align them with business goals.
- Design flexible structures that balance centralization and decentralization.
- Understand leadership's role in driving structural changes.
- Enhance communication and collaboration across organizational units.
- Adapt structures to respond effectively to market changes.

Targeted Audience:

- Strategic planners and decision-makers looking to identify areas for improvement and growth.
- Executives and senior leaders responsible for shaping and implementing organizational strategies.
- Managers and supervisors tasked with overseeing teams and departments within the organization.
- Human resources professionals involved in organizational development and talent management..
- Business analysts and consultants seeking to deepen their understanding of organizational design.
- Employees at various levels interested in advancing their knowledge of organizational structures and dynamics.

Program Outline:

Unit 1:

Fundamentals of Organizational Structures:

- Define organizational structures and their importance.

- Different types of structures: hierarchical, flat, matrix, and more.
- Factors influencing the choice of organizational structure.
- Aligning structure with organizational strategy and goals.

Unit 2:

Designing Effective Organizational Structures:

- Principles of designing flexible and scalable structures.
- Balancing centralization vs. decentralization in decision-making.
- Impact of organizational size and complexity on structure.
- Tools and frameworks for designing organizational charts.
- Adapting structure for growth, mergers, and acquisitions.

Unit 3:

Role of Leadership in Organizational Structures:

- Leadership's influence on shaping and evolving structures.
- How leadership styles align with various organizational models.
- The role of leaders in driving structural change.
- Empowering middle management within different structures.

Unit 4:

Communication and Collaboration within Structures:

- Impact of organizational structure on internal communication.
- Encouraging cross-departmental collaboration in structured environments.
- Overcoming silos in large organizations.
- Using technology to enhance communication across structures.

Unit 5:

Adapting Organizational Structures to Change:

- Recognizing the need for structural change in response to external forces.
- Strategies for implementing organizational restructuring.
- Managing resistance and guiding teams through structural changes.
- Ensuring structural flexibility in fast-evolving industries.
- Successful structural adaptations.

Unit 6:

Evaluating Organizational Performance:

- Key performance indicators KPIs for assessing organizational effectiveness.
- Metrics for measuring productivity, efficiency, and profitability.
- Benchmarking against industry standards and competitors.
- Analyzing financial reports and performance data.
- Identifying areas for improvement and strategic adjustments.

Unit 7:

Managing Organizational Dynamics:

- Understanding organizational culture and its impact on behavior.
- Managing conflicts and resolving disputes within the organization.
- Effective communication strategies for fostering collaboration.
- Leadership styles and their influence on organizational dynamics.
- Building and maintaining high-performing teams.

Unit 8:

Adapting to Market Changes:

- Recognizing market trends and their impact on organizational structures.
- Strategies for agile and adaptive organizational design.
- Implementing flexible structures to respond to changing market conditions.
- Leveraging technology for market analysis and forecasting.

- Case studies on organizations successfully adapting to market changes.

Unit 9:

Ensuring Ethical and Legal Compliance:

- Understanding legal requirements and regulations relevant to organizational structures.
- Implementing ethical standards and practices within the organization.
- Conducting regular audits to ensure compliance with laws and regulations.
- Addressing ethical dilemmas and promoting a culture of integrity.
- Consequences of non-compliance and best practices for risk mitigation.

Unit 10:

Sustaining Organizational Resilience:

- Strategies for building resilience into organizational structures.
- Identifying and mitigating risks that threaten organizational continuity.
- Developing contingency plans and crisis management strategies.
- Building adaptive capacity through learning and innovation.