

# aractech

Global Learning for Operational Leaders



HUMAN RESOURCES AND TRAINING | HRT-009

## Certified Organizational Design and Manpower Planning

### Contact

+31 85 7444446  
info@aractech.com  
<https://aractech.com>

### Address

Waarderweg 50, 2031PB Haarlem - Netherlands.

# Course content

## Why Attend

The course answers one simple question; “What is the best way to help organize and assist a group of professionals focus on achieving a collective objective?” hence the course aims at enabling its participants to maximize the efficiency and effectiveness of their organizational structure in compliance with strategic objectives, environmental complexity, and workforce availability and readiness to perform.

Moreover, organizational design is perceived and should be a collective responsibility whereby Human Resources professionals would facilitate and guide the process.

## Course Methodology

- The course briefly reflects on the history and evolution of organizational design. It then dives into a functional operational approach to design or redesign the organizational structure of organizations. Moreover, the course includes skill building sessions on how to redefine jobs and eventually reevaluate those as affected by any design initiatives. An innovative toolkit approach will be adopted enabling participants to immediately implement what they have learned.

## Course Objectives

- Differentiate between common organizational structure archetypes and realize the impact of each on individual and organizational performance
- Analyze organizational design elements to include but not limited to strategic goals, scope of operation, governance, competence and span of control.
- Co-design or redesign organizational structure using a comprehensive toolkit.
- Improve organizational readiness level to change through the identification enablers such incentive schemes or operating mechanism.
- Apply workforce planning methods to define workforce gaps on departmental and organizational levels.
- Learn about and acquire HR skills needed for an organizational design professional such as job evaluation and job description writing.

## Target Audience

- The course is designed for Human Resources professional, HR business partners and HR planning staff that are directly involved in planning or overseeing the processes of organization design.

- Target Competencies

- Organizational Design

- Workforce Planning

# Course outline

## Detailed course outline

Module-by-module outline for Certified Organizational Design and Manpower Planning.

### Module 1 - The evolution of organizational design models

- Definition and objectives of organizational design

### Module 2 - Evolution of organizational design models and the characteristics of each

- Leavitt Diamond Model (technology, task, people and structure).
- Galbraith Star Model (strategy, structure, processes, rewards and people).
- McKinsey 7S model (strategy, structure, systems, staff, skills, styles and shared values).
- Burke-Litwin model (McKinsey 7S model factors in addition to external environment, performance and feedback).

### Module 3 - Organizational archetypes

### Module 4 - Common types of structures and the implications of each on organizational effectiveness

- Functional
- Geographical
- Customer or Market
- Product
- Process
- Matrix

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### **Module 5 - Frameworks to help you position your organization and determine essential factors such as positions overlap and span of control**

- Environmental complexity and stability framework.
- The work standardization framework: work variety vs internal ability.
- Classification of operating mechanism.

# Seminar dates

## Available seminar dates

Live dates and pricing for Certified Organizational Design and Manpower Planning generated from the course details page.

Date	Location	Format	Fee
15 - 19 June 2026	Frankfurt	Classroom	€2,275
20 - 24 July 2026	Rome	Classroom	€2,975
3 - 7 August 2026	Kuala lumpur	Classroom	€1,575
7 - 11 September 2026	London	Classroom	€2,940
12 - 16 October 2026	Rome	Classroom	€2,975
9 - 13 November 2026	Munich	Classroom	€2,415
14 - 18 December 2026	Amsterdam	Classroom	€2,975

**Live online option**

Online delivery is available at €1,250.