MAWA EVENTS

Address: No. 857, Block A2. Leisure Commerce Square - No 9., 46150 Petaling Jaya, Selangor, Malaysia

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DESIGNING ORGANIZATION STRUCTURE & BUSINESS PROCESS RE-ENGINEERING FOR CORPORATE STRATEGY IMPLEMENTATION

"Align Structures and Processes to Accelerate Strategic Execution and Organizational Agility"

Schedule

Date	Venue	Fees (Face-to-Face)
02 – 06 Feb	Dubai, UAE	USD 3495 per delegate

► **Available delivery methods:** Face-to-Face & Online Training

Introduction

An effective organization structure and streamlined business processes are vital enablers of successful corporate strategy execution. Misalignment between strategic goals, departmental roles, and operational workflows often results in inefficiencies, duplication, and underperformance.

This 5-day course empowers leaders and transformation professionals to design agile organizational structures and re-engineer business processes that directly support strategic outcomes. Participants will learn how to translate strategy into structure, eliminate non-value-added activities, and foster cross-functional integration.

Objectives

By the end of this course, participants will be able to:

- Understand the relationship between corporate strategy, organizational structure, and process design
- Design organization charts that support growth, agility, and decision-making clarity
- Apply business process re-engineering (BPR) techniques to drive operational excellence
- Identify and eliminate process inefficiencies, duplication, and misalignment
- Balance centralization and decentralization across functional and regional units
- Lead change initiatives that ensure buy-in, alignment, and measurable results

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Why Attend

- Learn to translate strategic vision into effective organization design
- Gain frameworks to re-engineer outdated business processes
- Understand structural options: functional, matrix, divisional, and hybrid
- Improve cross-functional collaboration and role clarity
- Acquire toolkits to lead redesign initiatives and manage resistance

Target Audience

This program is designed for:

- Strategy and transformation leaders
- HR and organizational development professionals
- Senior executives and department heads
- Business process and performance improvement teams
- Corporate planning and change management professionals

Individual Benefits

Key competencies that will be developed include:

- Organizational diagnosis and redesign thinking
- End-to-end process analysis and re-engineering
- Strategic alignment and stakeholder engagement
- Use of tools such as RACI matrices, SIPOC, and BPR models
- Leading structural and operational transformation initiatives

Organizational Benefits

Upon completing the training course, participants will demonstrate:

- Increased organizational agility and responsiveness to strategy shifts
- Better clarity of roles, reporting lines, and accountability
- Streamlined operations with reduced cycle time and waste
- Improved execution of corporate strategies through structural alignment
- Greater employee engagement through process simplification and clarity

Instructional Methodology

The course follows a blended learning approach combining theory with practice:

- Strategy Briefings – Organizational models, operating structures, and BPR frameworks
- Case Studies – Transformational restructuring and process optimization success stories
- Workshops – Org chart redesign, process mapping, and capability alignment
- Peer Exchange – Shared challenges in structure/process change initiatives
- Tools – RACI templates, redesign checklists, and business process maps

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Course Outline

DETAILED 5-DAY COURSE OUTLINE

Training Hours: 7:30 AM – 3:30 PM Daily Format: 3–4 Learning Modules | Coffee breaks: 09:30 & 11:15 | Lunch Buffet: 01:00 – 02:00

Day 1: Strategic Alignment and Organizational Design Principles

- Module 1: Linking Strategy to Structure (07:30 – 09:30) • Why structure matters in executing strategy • Key signals of misalignment: bottlenecks, confusion, and slow execution • Structure diagnostics and health indicators
- Module 2: Organization Design Models (09:45 – 11:15) • Functional, matrix, divisional, geographic, and hybrid structures • Pros and cons of each model • Choosing the right fit for your strategy and scale
- Module 3: Levels of Organization Design (11:30 – 01:00) • Strategic business units, support functions, spans of control • Role clarity, hierarchy, and empowerment
- Module 4: Workshop – Structure Review (02:00 – 03:30) • Teams assess current org structures and identify redesign opportunities

Day 2: Business Process Mapping and Re-Engineering

- Module 1: Process Mapping Techniques (07:30 – 09:30) • SIPOC, swimlane diagrams, value stream maps • Mapping \"as-is\" vs. \"to-be\" processes
- Module 2: Identifying Process Gaps and Inefficiencies (09:45 – 11:15) • Non-value-added steps, duplication, bottlenecks • Voice of the customer and service-level considerations
- Module 3: BPR Frameworks and Success Factors (11:30 – 01:00) • Hammer and Champy model, Lean process redesign • Managing complexity in enterprise-wide change
- Module 4: Workshop – Mapping a Core Business Process (02:00 – 03:30) • Participants document a key process and analyze for improvement

Day 3: Designing Effective Structures and Teams

- Module 1: Redesigning Organizational Units (07:30 – 09:30) • Aligning departments with strategy and customer flow • Creating enabling functions and value centers
- Module 2: Roles, Responsibilities, and Decision Rights (09:45 – 11:15) • Defining clear accountabilities and minimizing overlaps • RACI matrix development and governance clarity
- Module 3: Team Structure and Job Architecture (11:30 – 01:00) • Job families, competencies, and growth pathways • Structural scalability and succession considerations
- Module 4: Workshop – Org Chart Redesign (02:00 – 03:30) • Groups restructure a sample organization based on a new strategy

Day 4: Leading Change and Organizational Transition

- Module 1: Managing Resistance and Culture (07:30 – 09:30) • Common sources of resistance in structure/process changes • Tools to navigate emotional and behavioral responses
- Module 2: Communication and Engagement Planning (09:45 – 11:15) • Stakeholder analysis, change messages, and timelines • Feedback loops and alignment sessions
- Module 3: Enabling Technology and Process Automation (11:30 – 01:00) • Using systems to support redesigned processes • ERP, workflow tools, and digital enablement
- Module 4: Workshop – Change Readiness Planning (02:00 – 03:30) • Participants build a change management plan for their org redesign

Day 5: Integration, Sustainability, and Performance Monitoring

- Module 1: Embedding New Structures and Processes (07:30 – 09:30) • Transition planning and role handovers • KPIs for structure and process performance
- Module 2: Monitoring and Continuous Improvement (09:45 – 11:15) • Balanced scorecards, OKRs, and process health checks • Feedback mechanisms and cross-functional review
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Module 3: Capability Development and Future-Proofing (11:30 – 01:00) • Skills and leadership models to sustain structural alignment • Agile structures for future strategy shifts

- Module 4: Final Exercise & Certification Wrap-up (02:00 – 03:30) • Participants present redesign projects and learning reflections

Certification

Participants will receive a Certificate of Completion in Organization Structure & Business Process Re-Engineering, validating their expertise in aligning organizational design with strategic goals and improving operational performance through effective structure and process transformation.

Why Choose MAWA Events

- **Global Expertise:** More than 17 years of experience in professional training and consulting.
- **Industry-Leading Faculty:** Courses delivered by seasoned professionals with hands-on experience.
- **Practical Insights:** Learn to turn theory into actionable strategies for real-world business impact.
- **Client-Focused Solutions:** Customized programs designed to achieve your organisation's unique goals.

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