

Designing The Smart Organization How Breakthrough Corporate Learning Initiatives Drive Strategic Change And Innovation

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A New Approach to Organization Design

Global Network for Smart Organization Design. Based on Socio-Technical systems design and like-minded organizational theories and practices for the 21st century [Smart] = Co-creation of organizations as systems that thrive in this digital age with Everyone involved in control, improvement and innovation for high performance in Productivity, Quality of Working Life and Human Relationships.

(PDF) BUILDING SMART ORGANIZATION THROUGH LEARNING AND ...

organization design process in the following five ways: 1. Define the Right Problem 2. Use Effective Design Frameworks 3. Involve the Right People in the Process 4. Tie Talent and Organization Together 5. Implement the Change 1.the Right Problem Define The first step to effective organization design is to build a business case for change. The

Designing the Smart Organization : How Breakthrough ...

The Smart Design for Performance approach uses a wide variety of organizational levers (see graphics below) in combination and creates a conducive and engaging context for employees so that it is in their own individual interests to adopt and develop the desired behaviors.

Designing the Smart Organization: How Breakthrough ...

organization should support broader learning. • Learning must go beyond your ? rm. Help your supply chain and value network learn. • Learning is a signi? cant factor in "strategy ...

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Designing the Smart Organization Free Summary by Roland Deiser

BCG's Smart Design approach involves three main steps—the why, what, and how (see Exhibit 2): Define the purpose of the reorganization (the why). Determine the behaviors that will support that purpose and design the organization in such a way as to promote those behaviors, using a broad range of design elements (the what). Make it happen (the how).

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Organization or self? There is a general move away from focusing on developing individuals as a means of improving leadership skills in an organization – and looking at the whole system of the organization, and how the organizational design is crucial to establishing an environment where knowledge can be generated, shared and deployed effectively to improve performance.

Designing the Smart Organization - IEDP

Designing the Smart Organization: How Breakthrough Corporate Learning Initiatives Drive Strategic Change and Innovation. Filling a gap in the literature, this book offers an innovative interdisciplinary approach to learning for corporate strategic development, linking the domains of strategy, organizational design, and learning.

Designing the Smart Organization: How Breakthrough ...

Designing the Smart Organization is a book for corporate leaders, managers, HR professionals, consultants, and everybody who has an interest in the multibillion dollar industry of corporate learning and development. With its unique cases it is also an ideal teaching source for undergraduate and graduate courses.

Designing The Smart Organization How

For any company that wants to compete in the 21 st century, Designing the Smart Organization offers inspiring perspectives for integrating corporate learning as a core business practice that will create sustainable strategic and organizational capabilities.

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Global Network for Organizational Design – Smart

Designing the Smart Organization Increased competition in the international marketplace and the volatile and ever-changing economic landscape have put the spotlight on corporate learning as a business function that can help determine and sustain long-term business success.

Organization Design - Designing an Organization for Success

organizational design of smart organization Since the time of Fredrick Taylor in the early 1920 s, people working in the field of organizational design have been developing models to help ...

Designing the smart organization : how breakthrough ...

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