

ONE DAY TRAINING WORKSHOP

MANAGING ORGANIZATIONAL DESIGN AND DEVELOPMENT

STRATEGIES AND CASES



INTRODUCTION

Unlock the potential of your organization with this transformative training program. Learn to navigate the complexities of change, master restructuring strategies, and drive sustainable growth through practical case studies.

This program structure is designed to be highly interactive and focused on the practical realities of Pakistani organizations. By incorporating real-world case studies, group activities, and discussions on the differences between government and private sector organizations, the program aims to provide participants with actionable insights and strategies tailored to the unique challenges and opportunities in Pakistan.

LEARNING OUTCOMES

- Uncover Organizational Fundamentals and Development dynamics
- Learn Change Management Techniques
- Implement Strategic HR Plans
- Analyze Real-Life Case Studies for Actionable Insights
- Cultivate Organizational Resilience and Adaptability
- Navigate Sector-Specific Challenges and Opportunities

IDEAL FOR

CEOs, Mid to Senior-Level Managers, Business Consultants, HR Professionals, Government and Private Sector Leaders, Entrepreneurs

✓ **Venue: PIQC Training Center, Lahore**

SPEAKER

Qamar ul Islam is a senior instructor and consultant of PIQC and has a total professional experience spanning of more than 22 years in HRM with special practical experience in Organization Design, Development & Restructuring. He has worked with multiple industries/sectors as well as with Development sector organizations (e.g. World Bank, ADB, GIZ, DFID, USAID) on various projects, have developed Job Descriptions, KPIs, Policies & Procedures Manual, Organization structures, conducted capacity reviews and delivered trainings at various levels in development and public sector, both within the public as well as corporate sectors.



TRAINING PROGRAM

Session 1: Introduction to Organizational Design and Development Dynamics

Content: Brief overview of organizational Design and Development dynamics globally and in Pakistan, introducing key concepts and the importance of restructuring for sustainable growth. Share experiences about organizational development aspects in Pakistan, focusing on both successes and challenges.

Case Study: Introduction to a successful OD case studies from a well-known Pakistani organization (e.g., XYZ's restructuring efforts or the turnaround of a major textile company).

Session 2: Strategies for Change Management and Organizational Design with a Local Focus

Content: Brief overview of organizational Design and Development dynamics globally and in Pakistan, introducing key concepts and the importance of restructuring for sustainable growth. Share experiences about organizational development aspects in Pakistan, focusing on both successes and challenges.

Case Study: Introduction to a successful OD case studies from a well-known Pakistani organization (e.g., XYZ's restructuring efforts or the turnaround of a major textile company).

Session 3: Leadership in Change, Communication, and Stakeholder Engagement

Content: Focus on the role of leadership in driving change, with examples from Pakistani leaders. Discussion on effective communication and stakeholder management strategies during restructuring. Managing performance during the change process.

Group Exercise: Role-playing exercise simulating a restructuring scenario in a Pakistani organization (government vs. private sector), where participants practice communication strategies with different stakeholders (employees, government bodies, customers, etc.).

Session 4: Organization Design and Development Case Studies

Interactive Workshop: Real time scenarios case studies of local context shall be given to the participants. Groups shall present the solution of the given case studies. Groups shall establish a best strategy for the organizations to overcome the challenges.

Conclusion and Next Steps: Discussion on how participants can apply these insights and strategies in their organizations.

FEE & REGISTRATION

For Registration or information, Contact at below Mobile/Email: