

ADVANCED STRATEGIC ORGANIZATION DESIGN MASTERCLASS

November 17 till 20, 2025 | Hotel Sofitel, Dubai - UAE



COURSE METHODOLOGY:

This course will provide you with the latest best-practice advanced organisational design tools and techniques and you will have the opportunity to discuss and test various ideas and approaches to establish what you find most helpful and useful. Graham will share his knowledge and vast experience as an organisational design consultant and practitioner and how he has overcome the very many challenges that typically arise in re-design projects. There will also be time set aside on each day for open Question & Answer sessions.

Given the complexity of this topic, pre-reading and additional reading material will be provided before and throughout the course to help equip learners to prepare, understand, reflect, cement and build on their learning. It is important that participants commit to the pre-reading and pre-work and make time to reflect and build on their learning between sessions.

LEARNING OBJECTIVES:

- Increase your organisation's business performance and senior team's effectiveness by aligning your organisation's structure, roles and responsibilities, key performance indicators and governance arrangements with your strategic objectives
- Increase your organisation's business performance and senior team's effectiveness by clarifying how your organisation is designed and the interrelationships between the various operating and support units in your organisation
- Enhance your reputation and influence by understanding the key steps, tools and techniques to effectively facilitate the co-design of your organisation with your senior colleagues – and improve their understanding, ownership, confidence and motivation for your new design
- Discover the relationship between organisational design, organisational development and operating models
- Discover what it really means and takes to be an 'agile' organisation
- Network with your fellow course delegates and course tutor to discuss practical issues relating to organisational design and develop insights, tools and solutions that will help you in your workplace

MASTERCLASS INTRODUCTION:

With most markets in the region gearing up for progression through digitisation, innovation and talent development, following a period of difficult and changing external environment, it is more important than ever that your organisational design helps your business to deliver on its strategic priorities. Strategic organisational design is focused on aligning your organisation's structure; roles and responsibilities; Key Performance Indicators; governance arrangements; policies, processes and procedures; and infrastructure with your strategic objectives and plans. Organisational redesign is a big undertaking and poses significant risk to your organisation: not only must you get the design right, but you also need to bring clarity to your new design – or risk ambiguity, confusion, frustration and ineffective teamworking and decision making.

This masterclass will provide an overview of the latest thinking on organisational design and the key phases and steps needed to effectively deliver an organisational design project. This course will focus on the latest advanced best-practice tools and techniques for managing a strategic redesign. Emphasis will be given to the Assessment and Design phases. Understanding what you require from your new design and how to get your design principles right. And show you how to make sure you choose the optimal design for your organisation and how to build, test, clarify, refine and define your new design.

Finally, this course will cover the Construct, Implement, Operate & Review phases and the key steps and tools needed to deliver and embed your new design and its expected benefits. This course will be highly interactive with plenary and group discussions and exercises; and time set aside for Questions & Answers and review to help you achieve your learning objectives.

WHO SHOULD ATTEND:

This course is designed for everyone who requires an in-depth advanced knowledge of strategic organisational design, including: senior HR professionals (e.g., HR Directors, Strategic HR Business Partners, Heads of Organisational Design & Development); other C-suite roles (e.g., CEO, Chief Operating Officers, Corporate Services Directors); and Organisational Design Consultants.

Participants should already have practical knowledge and working experience of the main fundamentals of organisational design projects – including: SWOT & PESTLE Analysis; Design Principles; Design Options; RACI; HR Legislation; Migration Planning and Managing Change.



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Day 1 of Advanced Organisational Design Masterclass:

- Introduction
 - Course overview
 - Tutor overview
 - Participants' objectives
- Organisational Design Theory
 - Systems Thinking
 - Organisational Design, Organisational Development and Operating Models
- Organisational Design Fundamentals
 - Organisational Design Process
 - Organisational Design key steps, tools and techniques
- Assess Phase
 - How to draw organisational structures
 - 9 Tests of good organisational design
 - Stakeholder questions
 - Design Principles
- Review, Questions & Answers and Close

Day 2 of Advanced Organisational Design Masterclass:

- Recap and build on Day 1
- Design Phase – Part 1: Design
 - Design Options
 - Option Evaluation
 - Centralisation and Decentralisation design decisions
- Design Phase – Part 2: Clarify, Test, Refine & Define
 - Unit Profiles and lateral relationships
 - 9 Tests of good organisational design
 - RACI / RAPID, KPI allocation and scenario planning
- Review, Questions & Answers and Close

Day 3 of Advanced Organisational Design Masterclass:

- Recap and build on Days 1&2
- Construct Phase
 - Design Authority Group
 - Spans & Layers
 - Strategic Resourcing, Sizing and Cost Reduction
- Implement, Operate & Review Phase
 - Change Impact & Readiness Assessments
 - Change Management Strategy & Benefits Dependency Mapping
 - Staff Migration Strategies
- Review, Questions & Answers and Close

Day 4 of Advanced Organisational Design Masterclass:

- Recap and build on Days 1, 2 & 3
- Agile Organisational Design
 - Understanding agility
 - Key features of agile organisations
- Case Study – cementing the learning
 - Assess Phase
 - Design Phase
 - Construct Phase
 - Implement, Operate & Review Phases
- Review, Questions & Answers and Close

CASE STUDIES:

This course will include case study examples from a number of the many organisations that Graham has worked with and focus specifically on a case study from a large global client that had the most complex design challenge. Examples include:

- Assessing and understanding the current 'As-Is' structure
- Exploring and agreeing the strategic objectives and priorities
- Developing Design Principles
- Developing Design Options
- Evaluating the Design Options and selecting the optimal design
- Building the new design
- Testing, clarifying, refining and defining the new design
- Strategic resourcing, sizing and cost reduction targets
- Migration strategies

"FEATURING YOUR COURSE TRAINER"

Mr. Graham Dalton

Mr. Graham Dalton is widely recognised as one of the most experienced global organisational design practitioners. Graham has over 20 years' experience (over 18,000 hours of client facing organisational design project delivery), delivering well over 100 projects with more than 50 different clients. He has worked across the private, public and voluntary sectors in a full range of different industries, guiding and facilitating Chief Executives and their top teams in their strategic organisational design assignments.



He specialises in strategic organisational design, including: senior stakeholder engagement; As-Is assessment; option design and evaluation; co-designing the optimal model for the client's needs; top team restructuring; governance arrangements; and testing, clarifying, refining and defining the new structure, roles and responsibilities. He has also worked with two of the very best global thinkers and theorists in organisational design: Andrew Campbell (continuing to help deliver the Ashridge Management School's Advanced Organisational Design Practitioners Course since 2017 - and now as an official Adjunct Lecturer); and Dr Naomi Stanford (having previously worked together supporting one of the 'big four' consultancy houses in developing their organisational design practitioners and approach).

Mr. Graham has a BSc Degree in Pharmaceutical Science and a Diploma in Sports Psychology. After 15 years working in senior operations leadership roles for a blue-chip company, Graham moved to PricewaterhouseCoopers (PwC) where he initially focused on developing their Change Management and Benefits Realisation methodologies and practices. Having been promoted to Director, Graham spent the next 12 years developing and delivering PwC's global organisational design methodology. This included training PwC's organisational design practitioners across the globe including: the UK; Europe; the Middle East; Africa and America.

Since leaving PwC in 2016, Graham has worked as an Independent Management Consultant, Trainer & Coach – working across Europe, The Middle East and Asia.

Graham also held a Non-Executive Director role for the Department of Justice in Northern Ireland (2017-2023). This public appointment was initially a fixed term three-year contract which was subsequently extended for the maximum period of a further 3 years.

Some of the Graham's clients include:

- | | |
|---------------------------------|-------------------------|
| • Tyco | • ASDA |
| • Kainos | • Transport for London |
| • D.C. Thomson | • Allied Irish Bank |
| • Ministry of Defence UK | • Barclays Bank |
| • Saudi Telecom Company (STC) | • Capita Public Service |
| • Nugen – Nuclear Power Company | • The Law Society |

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REGISTRATION DETAILS:

Delegate 1

- Name: _____
- Job Title: _____
- Email: _____
- Mobile: _____

Delegate 2

- Name: _____
- Job Title: _____
- Email: _____
- Mobile: _____

Delegate 3

- Name: _____
- Job Title: _____
- Email: _____
- Mobile: _____

Delegate 4

- Name: _____
- Job Title: _____
- Email: _____
- Mobile: _____

Delegate 5

- Name: _____
- Job Title: _____
- Email: _____
- Mobile: _____

Note: In case of 6 or more nominations make a duplicate of this form & fill in the details.

ORGANIZATION DETAILS:

Company: _____

Address: (to be used on invoice): _____

Telephone: _____

Country: _____

AUTHORIZED BY:

Signature: _____

Name: _____

Job Title: _____

Email: _____

Date: _____

PAYMENT DETAILS:

Credit Card Holder's Details - To send Payment Link

First Name: _____

Last Name: _____

Email: _____

Country: _____

BOOK & PAY:

Actual Fee: USD 4,495 per delegate.

Book before 20 October 2025, Pay: USD 3,995 per delegate.

Group Discount:

Book 2-3 participants.	USD 3,695 per delegate
Book 4-5 participants.	USD 3,395 per delegate
Book 6 or more participants.	USD 3,095 per delegate

————— All Pricing Excludes All Taxes —————

Payment Mode:

Payments will be made by Credit Card or by Bank transfer, an Invoice will be sent soon after we receive the signed & filled registration form.

Payment is required within 5 working days after the receipt of the invoice.

Session Timings:

09:00 am - 04:00 pm (Malaysian Standard Time)

TERMS & CONDITIONS:

Customer Information:

Fees include tuition, full course documentation, lunches, and refreshments for the duration of the programme. Delegates are responsible for their own travel and accommodation arrangements.

Incidental Expenses:

CorEvents is not responsible for covering airfare, hotel stays, or other travel costs incurred by registrants. Delegates are strongly advised to obtain the necessary travel visas at least 3 weeks prior to the course start date.

Invoicing & Payment Terms:

An invoice will be issued upon receipt of the registration form. **Full payment is required within 5 working days** of the invoice date. Participation in the course is only confirmed once full payment has been received.

Disclaimer:

CorEvents reserves the right to change or cancel any part of its published programme due to unforeseen circumstances.

Cancellation, Transfers & Substitutions:

Cancellations must be submitted via email. A full refund, less a \$100 administrative fee, is available for cancellations received at least 20 working days before the event. Cancellations received after this period, or non-attendance (no-show), are subject to the full course fee with no refund.

A one-time transfer to another course of the same value is allowed, provided the fee has been paid in full; 50% of the new course fee will be invoiced. Transfers must be used within 12 months.

Replacement delegates are welcome at no additional charge, but must be confirmed in writing with full delegate details.

Programme Changes:

CorEvents reserves the right to change the course timing, venue, speaker, or content due to unforeseen circumstances. In the rare event of a cancellation by **CorEvents**, a full refund will be issued, less any applicable bank or service charges (up to 5%). **CorEvents** is not responsible for any other expenses incurred by the delegate.

Acknowledgement:

By registering, the client acknowledges and agrees to these terms. **CorEvents** will not be liable for any expectation or financial loss not explicitly covered herein.

In-House Trainings & Consultation:

If you're looking for Consultation OR if you have a number of delegates with similar training needs, then you may wish to consider having an In-House Training solution delivered locally onsite.

Course can be tailored to specific requirements.

Please contact **Mibsam Ali** on +92 304 2833695 or email mibsam@corevents.org to discuss further possibilities.