

Soft-Train



*At Soft-Train
Technology Works*

The 21st Century Global Leader (3 Days)

COURSE GOAL: To be able to successfully lead and implement strategic business initiatives in a global environment.

PREREQUISITES: None

LEARNING OBJECTIVES:

Upon completion of this course, the student will be able to:

- Ensure effective local execution of global Business strategies
- Practice managing, leading and establishing influence cultures through case studies
- Establish and expand their own reputation in both local and global commerce

KEY TOPICS:

I. Getting Started

- A. Organization Design
- B. The Reconfigurable Organization
- C. Deciding When to Redesign
- D. The Design Process
- E. The Case for Participative Process

II. Determining the Design Framework

- A. Translating the Strategy Into Design Criteria
- B. Clarifying Limits and Assumptions
- C. Assessing the Current State

III. Designing the Structure

- A. Structural Concepts
- B. Organization Roles
- C. Leadership Roles
- D. Testing the Design
- E. Using a Participative Process
- F. Design and Implementation Governance: Working Through the Details

IV. Processes and Lateral Capability

- A. Lateral Capability
- B. Networks
- C. Lateral Processes
- D. Teams
- E. Integrative Roles
- F. Matrix Structures
- G. Building Lateral Capability

**V. Defining and Rewarding
Success**

- A. Metrics
- B. Values and Behaviors
- C. Compensation
- D. Rewards and Recognition

VI. People Practices

- A. Staffing the New
Organization
- B. Assessing the Learning
Aptitude
- C. Performance Feedback
- D. From Training to
Learning

VII. Implementation

- A. Planning
- B. Managing Skepticism
- C. Assimilating into the
Organization