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Learning Initiatives Drive
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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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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
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To illustrate this new

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framework, Designing the Smart Organization features 10 highly detailed case studies about strategic learning initiatives from major global players such as Siemens, EADS/Airbus, ABB, Novartis, BASF, PricewaterhouseCoopers, Unicredit, EnBW and Deutsche Post DHL - as well as a stunning case from the world of the U.S. Army. Each story focuses on a common issue facing many organizations today and illustrates how that company successfully responded to this challenge by ...

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Strong organization design relies on holistic design and alignment of four major design elements to shape target behaviors. When it comes to reorganizing, companies have little room for error. The following six factors are critical to flipping the odds of success in a reorganization:

Synchronize design with strategy.

Organization Design - BCG

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Global Organization How

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... Make it happen (the how).

A New Approach to Organization Design

Designing the Smart
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Innovation by Roland Deiser

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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.

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Designing the Smart Organization : How Breakthrough ...

This presentation deliberates on a new approach to reorganization—the Smart Organizational Design—the principles that govern the new approach, and provides a comprehensive overview of the 3 steps that are critical to implement the new approach: 1. Purpose: Define Why Reorganization Is Necessary 2.

Smart Organizational Design

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design and like-minded
organizational theories and
practices for the 21st
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