

CHANGING STRUCTURES AND ROLES

This event will benefit HR and other practitioners involved in implementing a restructure and designing new roles. The content of the day will focus on designing roles to fit new structures.

The programme content is detailed below and covers

- Models for organisational structures
- Determining the tasks and relationships in a structure
- Designing roles
- Using HERA to assist in designing roles

The method of delivery will be theoretical and practical input, discussion and a significant exercise to test understanding of how to design roles in a restructure.

Programme

10.15	Arrival and Coffee
10.30	Welcome and Introductions
10.45	Structures- <ul style="list-style-type: none"> ○ Different types of structures ○ Selecting the most appropriate structures for the needs of the organisation ○ Symptoms of structural problems
11.45	Moving from old to new – an overview of what is involved What do you need to do How are you going to go about the design
12.15	Exercise 1: Developing a plan for the reorganisation of a department
13.00	Lunch
13.45	Using HERA to assist you <ul style="list-style-type: none"> ○ Grouping activities ○ Characteristics of well designed roles ○ Checking costs
14.15	Exercise 2: Designing specific roles
15.30	Plenary: lessons learnt and what next
15.45	Close